*April Issue*

# The C.A.U.T. *Bulletin*

A Publication

Of The

CANADIAN ASSOCIATION

OF

UNIVERSITY TEACHERS

VOLUME 8 NUMBER 4
APRIL 1960

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*A publication of*

THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

Volume 8 | April 1960 | Number 4

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## HOW BIG A UNIVERSITY?

### *An Editorial*

The birth-rate bulge is now about to hit the Halls of Higher Learning. Even the most cautious predictions tell us that there will be very large and permanent increases in the enrollment. What will the effect of this be on the kind, quality and number of Canadian universities? Some of the probable answers to these questions are encouraging; others are not.

One of the effects will be to strengthen a number of universities by bringing them closer to optimum size. This point was stressed recently by Dr. John Spinks, President of the University of Saskatchewan, in a speech in Montreal. An increase in the size of his university to an enrollment of 8,000 students, he argues, will enable the university to increase its staff and thus round out the major departments so that the university will have its due proportion of creative scholars "in the front line of scholarship" who prefer to work in the university with sufficient honours students and a graduate school of adequate size. If many of the smaller Canadian universities grow on the Saskatchewan pattern, then Canadian life will be richer for it.

But what of those already of excessive size? They have little to gain from expansion and much to lose. They cannot help becoming vast impersonal educational factories unless their expanding girth can be checked in time. They will do more for the cause by resisting the temptation to grow. What is needed is not bigger universities but more of them. Proportionately, more than twice as many Americans as Canadians are able to go to university. This is partly because almost every community of any size has its own local institution of higher learning. This is far from true in Canada. The indications are that we are about to have a number of new universities. There has already been significant expansion in southwestern Ontario, and the appearance of new universities in such areas as the Lakehead seems inevitable. At the same time the big cities must

expand their educational facilities. The recent creation of York University is a hopeful sign that this process has begun.

The proper organization and financing of this great expansion is a challenge to the Canadian community. Another and a more exacting challenge confronts the profession of university teachers. In the foreseeable future there will not be nearly enough of us to go around. In a period of booming expansion we shall need somehow to give of our best, and to safeguard our standards. We must avoid a serious depreciation in the currency of learning. We should not wish to see the expansion of higher education lead merely to a multiplication of teaching drudges.

## LET FOOLS CONTEST?

### *An Editorial*

In recent issues of the *C.A.U.T. Bulletin,* including the present one, several closely related articles have appeared which we hope our readers will compare and ponder. They are Professor Frank Underhill's "Academic Freedom in Canada", published last December; Professor Percy Smith's "University Government", in the February number; and now the reflections of Sir Charles Morris on Policy-Making, and the fascinating observations and sardonic wisdom of Professor C. Northcote Parkinson. A year ago in our April issue, we offered Professor V. C. Fowke's cogent analysis. In different accents, from grave to gay, they all focus attention where it is much needed, on some fundamental problems of university method and morale. They are penetrating and vigorous irritants of constructive thought.

With the immediate prospect of a rapid increase of population and of pressure on our universities to accept an even greater proportional increase in their enrollments, it

becomes clearer every day that we cannot afford to play the evasive ostrich in relation to such problems. Unprecedented challenges and hazards are rushing to meet us; the signals of danger are going up everywhere, not excepting the supposedly "safe" British universities. Expansion of the universities inevitably brings greater complexity (which is already conspicuous to those who can look back on the university life of two or more decades ago), and complexity means a continually harder task to create or encourage an organic, rationally purposive and comprehensible community of scholars at our university centres. Unless we do so, however, the best meaning and value of our universities will be fumbled and lost, at a sad expense to civilization.

The conviction is rapidly gaining ground in academic circles that a major threat to the real service which universities return to the larger community which sustains them comes paradoxically from the machinery intended to facilitate the best functioning of the educational programme; i.e., from "organizational luxuriance", an insidious growth of autocratic administration. Whether we call such machinery archaic and anachronistic, or all too modern, it can be inappropriate and often harmful to the spirit and purpose of a free university.

The free university of course depends on and is responsible to the larger community which has faith in it and makes it possible. Mr. Underhill accordingly emphasizes the precariousness of free universities where or when they cannot count on the sympathetic backing of an enlightened and influential elite, which will never tolerate the cheapening or degradation of its universities. In Canada at the moment there are probably few people who would want to see universities converted into mere tools of the state or of politicians. The risk seems more likely to come from the still prevailing tendency to overload the governing boards of universities with very successful business men who have neither time nor competence fully to understand academic matters and values. They are not unlikely to choose as President of the university a man after their own hearts and convictions; and trouble may come of that

and of other decisions which are made. It is our good fortune, surely, that so many university Governors have tempered their power with admirable sense, generosity and a large measure of disinterestedness. Yet the danger remains great, of confusing a university with a business corporation, and of failing to appreciate the truth that "academic" problems cannot be neatly separated from financial and policy problems. The professional educators are kept out of sight and under cover during too many deliberations which concern them and the work they do.

The best hope for ensuring effective university government in the busy years ahead is in offering a greater share of the responsibilities of government and policy-making to the academics themselves.

## BUSINESS ARISING FROM THE MINUTES

### *An Editorial*

At the Executive Council meeting on June 6th 1959, the Executive and Finance Committee of the C.A.U.T. was instructed to set up a committee, with personnel from outside Winnipeg, to prepare a collection of primary documents illustrating events in the Crowe case since the publication of the Fowke-Laskin Report, for publication in the *C.A.U.T. Bulletin.*

At the Executive Council meeting on November 14th, 1959, the President, Professor Harold Good, reported that the Executive had asked Professor L. M. Read (Carleton) and Professor H. R. S. Ryan (Queen's), to act as a committee for this purpose. Professor Ryan who was present representing Queen's, explained the criteria which the committee had decided to follow in making the selection and stated that his committee would report on its selection of documents to the Executive and Finance Committee before publication.

At a meeting of the Executive and Finance Committee held on February 20th, 1960, the report of Professor Ryan's committee was approved and released to the Editorial Committee of the *Bulletin* for publication. It appears in this issue.

There are those who will deplore this opening of an old wound; this stirring up the mud of controversy. We do so only because we are profoundly convinced that truth suffers more from confusion than from error; that while the sons of this world may be "wiser for their generation than the Sons of Light", the latter do pretty well when adequately informed; that the availability of information is in fact always the basic requirement for democracy. We are grateful for this further opportunity to serve the cause of academic freedom.

"By virtue of position, certain individuals in our society are accorded the privilege of stating as fact what, in the nature of things, is unknowable. The tycoon and college president have well-recognized rights along these lines. Any candidate for public office may distinguish with clarity between actions which will lead to unlimited prosperity and those which will lead to utter ruin. Secretaries of State may tell us by which actions our lives and liberties will be preserved to near eternity and by which they and we will be destroyed. In all instances, those privileged as prophets are permitted to identify salvation with the action which at the moment they find most expedient."

Galbraith, *The Affluent Society,* p. 206, Houghton Mifflin Co. With the kind permission of the publisher.

# SOME REFLECTIONS ON POLICY MAKING IN A UNIVERSITY*

**by Sir Charles Morris,**

**Vice-Chancellor, University of Leeds**

Policy-making is no easy matter for a university. All good work of the kind for which the university exists is, broadly speaking, done by individuals: it is the individual who does the teaching, and in research it is the individual who has the new ideas. So the whole aim is that such organisation as there needs to be should be as loose as possible. Professors, and university teachers generally, are supposedly extremely able men, and indeed a small number of them in any given university may be geniuses or nearly so; upon them it depends, in very large measure indeed, whether fundamental enquiry really produces new knowledge, and also whether the next generation, with its due proportion in turn of geniuses and very able persons, gets off to a good start. But professors and lecturers can only do the work which God intended them to do, and for which they are employed, if they can operate from day to day in the greatest freedom. They must be able to feel stimulated and encouraged to show initiative and personal resource.

It will perhaps be said that the position is much the same in the civil service and in large business corporations; but the short answer to this is that for the former this is hardly true at all — a high degree of freedom or initiative is only inconvenient in a 'service' — and for the latter it is true but to nothing like the same extent. Every single member of the academic staff of a university is, or should be, a very able person and very highly qualified, and he is where he is, not to be a cog in a sweetly-running machine, but to make the most of his personal gifts in teaching or in fundamental enquiry. The geniuses, or near-geniuses, may be twenty-five or they may be fifty-five, but whatever their age they should be, and in a good university they are, given full scope to do what they are capable of doing. The same applies, in only less measure, to the very able people who are not geniuses. No national community can afford to employ so many of its gifted

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people and frustrate them. But every community must by the same token demand that they shall not collectively frustrate themselves inside their own universities.

Two conclusions follow from this, one of them outwards and one of them inwards, from the university point of view. The first is that governments and the public, while supporting the universities to the greatest extent they can, should continue to leave them as free as they possibly can. They should think up every piece of machinery that the wit of man can devise to avoid interference with universities in the conduct of their affairs, while at the same time giving them every encouragement to understand their responsibilities and do their duty both by their own country and by the world. The second is, that as there is every possible good reason on grounds of the public interest to give to universities, and thereby to the individual persons who make up universities, this very high degree of freedom in the conduct of their own lives — a higher degree than can be demanded on public grounds for other members of the community — it is, to say the least of it, short-sighted in discussion or negotiation about the maintenance of the university way of life to muddy the argument with smaller, personal or professional, considerations.

This is perhaps a digression, or at best only a preamble. Let us try to get down to the problems of university policy-making — only reminding ourselves in summary that it is a particular kind of community for which the policy has to be made.

There can no longer be any doubt that whether we like it or not, the modern university must be capable of having a policy, and of regulating its day-to-day work, both of teaching and of research, in general conformity with that policy. The day is gone when individual teachers, or faculties, or even Colleges, can be left to follow their own ideas quite unregulated by any central policy or plan. Too much money is involved; too many sacrifices of other desirable things have to be made by the community at large to provide the resources to make a modern university capable of doing its job. Indeed universities that are alive to the possibilities that are in front of them will always be short of money, even when governments seek to be generous to them — perhaps very short of money. In order to be able to secure as much as possible of the money they need universities will have to be seen to use their resources efficiently and to be ready to spend what new money they can secure in the right places and for the right ends.

More generally than this if they are to persuade governments of the high importance and urgency to the nation of the basic aims and purposes of a university — the promotion of fundamental research and the higher education of the gifted youth — they must show that they are all the time pursuing these ends with forethought and good management.

So far as strictly academic matters of policy are concerned, where these can be separated from considerations of finance or from questions of national needs in the field of research or in the provision and distribution of educated manpower, no very great difficulties perhaps arise. It seems to be widely accepted in British countries that these questions can and should be left to the academic staffs of universities, and academic staffs in different places have learned their own varying ways of handling such things. Criticisms are always forthcoming, of course, notably from the schools, from the professions, from industry, and perhaps sometimes from politicians; and these criticisms often have effect, to a greater or lesser degree. But everybody seems to be willing to leave the decisions in strictly academic affairs to universities; and the universities themselves seem in effect to be willing to leave them to their boards of faculties and senates or professional boards, that is, to their academic staffs. If a time came when academic staffs were again, as they have perhaps sometimes been in the past, no more than 'children in the ways of this world', the attitude of the public in this matter might change. No one can afford in these days that universities should get completely out of touch with modern life and remain so, irresponsibly or pig-headedly. But without doubt the very circumstances of university life and work in our time make this unlikely, or even impossible. So that problem will probably not arise in the future, though it has certainly done so from time to time in the past, in the long history of universities.

It is where academic or educational decisions cannot be separated from decisions of finance or of 'general' policy that the greatest difficulties arise for good policy making. In general British universities are governed by 'Councils' (in England) or 'Senates', consisting of both academic and non-academic members with the latter in a substantial majority. As has been said, matters which are purely academic and which do not involve 'general' or financial policy are commonly left to 'senates' (in England) or 'professorial boards', or whatever the main academic body may be called. But in the circumstances of today there seem to be fewer and fewer matters in relation to which the decision

can be purely academic, not involving these other considerations. It is not practicable therefore today, whether or not it was ever practicable, to divide all questions into two kinds, 'academic' and 'general policy', and to allot one kind to the academic body and the other kind to the 'governing' body itself. It may or may not be possible to continue to try to work this simple system for some time longer in, for instance, hospitals or schools; but it simply will not do in modern circumstances for universities. In important matters both the 'academic' and the 'business and financial' aspects must continue to be weighed and balanced together right up to the moment of decision; and the body which makes the final decision must be capable of doing this, and must see that it actually does it. It simply will not do for 'statements' and 'reports' to be prepared by an 'academic' body and decisions to be made by a 'business' or 'general policy' body.

Probably the simplest and most effective way of trying to solve the problem is to arrange for matters of this kind to be thoroughly worked upon and discussed by joint committees of laymen and of academics. The strictly academic background must of course have been thoroughly discussed and dealt with first by academic committees, and the academic members of the joint committees must have the benefit of this thorough work to guide and support them in the final policy-making deliberations. But when — as in practice nearly always — 'academic' considerations and 'business' or 'financial' considerations have to be married in coming to a decision, the whole question needs to be thoroughly thrashed out in a competent joint committee. In general universities throughout the Commonwealth are fortunate in their governing bodies. Few of these today will be willing to try and decide any important matter of university policy *a priori,* or by sheer unaided 'common sense' or 'intuition', or by the counting of ignorant heads. They generally realise the importance of taking the necessary trouble to try and be sure of doing the right thing; they realise the importance of having the necessary evidence and guidance available, and of having important issues thrashed out for them round a competent table. Most universities, moreover, are happily assured by their constitutions of having a number of first-class laymen on their governing bodies who will really give their hearts and minds to the affairs of their universities, and will put the welfare of their universities first in all their deliberations. These men with their experience in other spheres, and happy combination of detachment from academic points of view and commitment to university welfare, will both bring valuable counsel

to the joint committees and governing bodies and also command high confidence with Treasuries and Governments, and with the public generally. They will be part of the university both in mind and in heart, and the decisions they help to make will tend to carry prestige in the great world and yet be university decisions.

Of course it is essential to the working of such a system that it should be able to be known at any time just what 'academic' opinion in the university really holds on any important point. In other words it is vital that the deliberations of the academic body itself should be effective, and of course responsible. Many laymen hold, I know, that academic committees do not like to have to come to difficult decisions of themselves; they do not like, for instance, to cut an academic programme back, making judgments in favour of one department and against another, even when they know that 'financial' or 'general' considerations make it unavoidable that the cutting back should be done. They will prefer that this dirty work should be done by somebody else, and that they themselves should be left free to criticise and stand up for pure 'principles.'

There is of course something in this. Universities are, or it is to be hoped they are, close and intimate communities, and scholars wish to support one another at every point. They do not want to play any part in 'doing one another down.' Living together in the family, so to speak, if one man benefits at the expense of another, he would like to be able to feel that the decision was none of his making but was in other hands. But I believe that academic people in general can now see, or soon will come to see, that they must rise above these very human temptations, and that they are more than capable of doing so. They appreciate that if university policy is to be largely or predominantly made academically, then the discussions of the academic body must be effective and decisive, and its decisions must make sense. Otherwise, since the work of the university, like the king's government in the phrase, must be carried on, decisions will have to be made somewhere; and that means, of course, in the governing body, and without proper benefit of academic guidance on academic issues.

In these remarks I have mentioned a number of times the utilitarian or prudential reasons why the policy-making of a university should be as good as possible. Universities, which need a great deal of money and a great deal of general support from governments and

from the public, will not get what they need, together with independence, on other terms. But the most important reason of course lies elsewhere: the university way of life and work is itself not possible without it. By the very nature of a university, the individual scholars who make it up need to be very free persons, free in their activities and free in their conscience and their feelings. No free scholar will do his work well or happily for any length of time unless he can feel that the policy and plans of his university are well made, and made by the university itself. Only then will the university have good hope of achieving what it exists to do.

## ORGANIZATION AND METHOD*

**C. Northcote Parkinson****

Universities in the United States often boast a complex hierarchy. At Pittsburgh, for example, there is a Chancellor, three Vice-Chancellors, three Assistant Chancellors, sixteen Directors, eighteen Deans and a host of other executives ranging from the Chief Organization and Methods Examiner to the Comptroller and Assistant Treasurer. The Directors include one for Cultural and Educational Exchange (who ranks with the Director of Athletics), one for Public Relations, and one for Alumni Relations. The listed executive posts number about sixty-three, quite apart from clerical staff, and the burden of correspondence must be crushing. But American universities can be very large indeed and their administrative problems are beyond the experience of most British university teachers. No British university has a structure comparable with that of Pittsburgh and most British teachers would agree that our smaller universities are in some ways more efficient, if only for that reason. At the same time it is fair to ask whether we are altogether free from the organizational luxuriance which we observe in the United States. Are we, in fact, heading in the same direction?

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*Reprinted from The Universities Review Vol. 32, No. 1, October 1959 with the kind permission of the Editor.

**C. Northcote Parkinson is the author of *Parkinson's Law* and was until recently Professor of History at the University of Malaya. He is now Miller Visiting Professor in Political Science at the University of Illinois.

A recent study of the expenditure of some fifteen British universities shows that the percentage of their allocation to "administration" varies between 5 per cent and 10.6 per cent of their annual budget, Bristol spending the least and Exeter bracketed with Leicester in spending the most. The average would be 7.2 per cent, a not manifestly exorbitant proportion. As between universities, this is not an easy comparison to make, for much depends upon the detailed layout of the estimates. Nevertheless, the universities which spend over 10 per cent might learn something from those which spend only 5 per cent. So much might be readily agreed. What these figures do not reveal, however, is the extent to which academic time and effort is diverted to administration on a part-time basis. This is a field in which statistical comparison is more difficult. All that one gathers is a vague impression of middle-aged scholars bewailing the administrative work thrust on them; a complaint sometimes intended to excuse their lack of literary or scientific output.

"My colleagues insisted on my accepting reelection as Dean. I could not well refuse. But, really, it leaves one little time for anything else. . . ." The eagerness for office which this sort of protest makes obvious is due to several causes among which the most important is the least noticed. For the fact is that presiding over a committee or dictating a routine correspondence is far easier than doing a good piece of research. It may often be better paid and frequently leads to the higher offices and honours, so that the scholar is offered every inducement to desert the library and take to the filing cabinet. Part of the trouble with British university administration centres on this inducement. For those most easily tempted along the easier path are not necessarily the most competent, competent though many of them prove to be. In some instances, the burdens of which they complain have become burdensome as a direct result of their own inefficiency.

Those who admire the system of some larger American universities would wish to give more extensive powers to the executive head. We have no assurance, however, that this would be either an improvement or an economy. What is needed, surely, is an equivalent of the army "p.s.c.", a higher qualification to be obtained by a short course and accompanied by an impartial and secret assessment. Could not some one university organize a staff course in higher administration, to be supervised by retired Vice-Chancellors and held at some centre for research which could be furnished with all the information obtainable about all the universities of the world? The course would be held

in the vacation and designed for those who had been in charge of departments and for whom higher responsibilities might be predicted. After some experience of the course, universities might limit their higher offices to those who had gained this qualification. While such a staff college would not solve all problems, it would provide some means of distinguishing between the able man and the windbag.

It might be argued that a man's colleagues are usually able to judge his ability for themselves. This would seem from experience to be doubtful. Granted, however, that it were true, there remains the difficulty of appointing a Principal for (shall we say) the University College at Otherbridge. The possible candidates include Smith of Barset, Jones of Wotchester and Brown of Someborough. They are all experienced professors and each is said by his Vice-Chancellor to be an administrator of great promise. A Vice-Chancellor's recommendation can be helpful if it is suspicously fervent but, failing that touch of eagerness in the testimonial, the selection committee finds that honours are even. So it rejects all three and appoints the headmaster of Marlbedown School; a not unreasonable solution but one possibly unfair to Smith, Jones and Brown, and a solution, moreover, which might fall just short of the ideal. The selectors would be in a far better position if they had before them three staff college confidential reports: "Jones has no single idea in his head"; "Brown is incapable of public speaking"; but "Smith we thought brilliant". One result would be that the headmaster of Marlbedown must accept a bishopric; and where is the harm in that?

For a scheme of this sort one strong argument from army experience is worth noting. Such faults as were apparent in the British generals of World War II were seldom or never attributable to lack of brains. There were failures in leadership but the staff college system prevented any repetition of Balaclava. The same cannot be said of the university world. There is also this to be said for such a staff college, that its formation would provide a ready-made group of advisers to which a university might turn for guidance.

There are certainly some arguments which will be heard on the other side. Some of these will derive, however, from that strange reluctance which academic (and even scientific) persons reveal when invited to apply scientific method to university affairs. There is no insoluble problem in academic administration so long as the university is kept down to a reasonable size. But there are problems which remain

unsolved merely because those immediately concerned lack the ability to find a solution and because they fail to apply the sort of method which they would apply without hesitation to matters more obviously scientific. It should perhaps be added that, in this matter of using a methodical approach to a political problem, the universities have not only a duty to themselves but a further duty, by way of example, to the world.

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## Collection of Primary Documents Illustrating Events in the United College Case since the Publication of the Fowke-Laskin Report

The undersigned, members of the Committee appointed by the Canadian Association of University Teachers to prepare a collection of primary documents illustrating events in the United College case since the publication of the Fowke-Laskin Report, submit herewith their selection of documents.

The selection was made by the Committee from the files on the Crowe case of the national office of the Canadian Association of University Teachers.

The Committee invited the principals in the United College dispute to submit any other documents which in their opinion should be included in such a collection. No other documents were received by the Committee.

The Committee confined its selection to primary documents. A primary document was defined as either:

1) One playing a part in the progress of events, as containing some charge or complaint or proposal or reply or explanation or opinion directly emanating from a party or a representative of a party to the dispute, during the course of the events, or
2) A contemporary report of an event or statement for publication or expression of opinion made by such a party or representative, or somebody brought in by reference or *virtute officii*.

In keeping with this criterion the vast bulk of written interpretation and commentary issuing from the controversy was excluded from

the collection. Attention was thereby focussed on statements of the principals in the dispute and the collection kept to manageable size. In the opinion of the Committee the documents omitted provided no additional data on the primary issues. Copies of such secondary materials may be sought from their authors or from the national office of the Canadian Association of University Teachers.

The statement authorized by the Canadian Association of University Teachers at its general membership meeting on June 7, 1959, with which this collection concludes, may or may not be regarded as a primary document. In the opinion of the Committee it warranted inclusion as an expression of the considered judgment of the Canadian academic community as a whole with respect to the events in the United College case since the publication of the Fowke-Laskin Report, the events with which this collection is concerned.

Dated this 18th day of February, 1960.

L. M. Read
H. R. S. Ryan.

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## SECTION I — REACTIONS OF THE BOARD OF REGENTS TO THE FOWKE-LASKIN REPORT

### DOCUMENT NO. 1

*The C.A.U.T. Report on the Crowe case, the Fowke-Laskin Report, was released to the press on November 25, 1958. On the same date the following statement of the United College Board of Regents appeared in the Winnipeg Free Press.*

The Board of Regents of United College regards the report of the Canadian Association of University Teachers and its Committee as a prejudiced document by an improperly constituted body which was not in possession of all the facts. The Board of Regents considers that the conclusions in the report are unsound, and incorrect.

The Committee had no authority to compel attendance of witnesses or production of documents; it did not maintain a proper transcript of evidence and refused to permit cross examination of witnesses; it lacked sanctions to ensure the giving of truthful evidence; it could give no protection to witnesses or to the members of the Committee itself for any legal liability they may have incurred in participating in the proceedings and finally it has no legal authority to implement its findings.

The Committee heard evidence in the main from persons apparently favorably disposed to Professor Crowe's position. Some of these through their other actions have indicated an obvious personal animosity toward the Principal and a personal disregard for the best interests of the College. Such evidence could not result in an impartial report.

While the Committee report contains numerous documents, it does not contain the original letter written by Professor Crowe which gave rise to this entire situation, although a copy of the letter was in the Committee's possession. In short, while the CAUT is appealing to the public in the publication of their report, it is not prepared to give the public the opportunity of deciding for itself as to the significance of Professor Crowe's letter.

The CAUT consistently refused to co-operate in any inquiry other than one conducted by its own members on the grounds that the faculty members alone constitute the University and are the only interested group. Such a unilateral procedure, denying as it does that the administration of the College or the public generally are entitled to a voice in the setting up of the investigating body, has prevented the CAUT from obtaining all the evidence and reduces its report to the status of argument by a prejudiced body.

The Board of Regents, following the refusal of the CAUT to participate in a balanced tribunal, requested the Honourable Duff Roblin, Premier of Manitoba to appoint Commissioners under the Manitoba evidence act to make a full and impartial enquiry into the entire matter.

The Premier replied as follows:

"The Government does not wish to intervene in what is a dispute between an individual and an educational institution conducted under private auspices. We would, of course, at the request of the parties concerned, be prepared to lend our good offices at any time to assist in bringing them together and resolving the dispute."

The CAUT was informed by letter dated November 18 that the Board of Regents considers it most desirable that the parties concerned avail themselves of the good offices of the government of Manitoba before any further steps are taken which might tend only to aggravate the present difficulties, and enquired whether the CAUT shared this view. No reply has been received from the CAUT. The CAUT, by publishing the report has chosen to ignore these further efforts which have been made to resolve the dispute.

The immediate release of the CAUT report to the press shows that the Association is deliberately using the report simply as an instrument of publicity and embarrassment to the College and Dr. Lockhart.

The Board of Regents wishes to make the following points clear:—

The Principal did not intercept the mail or tamper with the mail. The letter in question came to him in his own mail and he was in rightful possession of it.

The Principal did not at any time recommend the dismissal of Professor Crowe to the Board of Regents.

The Board of Regents gave Professor Crowe a year's notice on July 2, not because of the contents of the letter which were unknown to it but because of Professor Crowe's own actions to discredit the Principal before his Church and because of Professor Crowe's threats and intimidations to both the Principal and the Board.

The Board finally terminated Professor Crowe's service in September and offered to him a year's salary in lieu of notice because:

(a) He had refused to accept notice and insisted that he had continuing employment in the College.

(b) The contents of the letter were then known to the Board which had received the letter from the United Church.

The Board of Regents of United College is given full authority under the Act of Incorporation to employ and if necessary discharge members of the teaching faculty of the College. The Board consists of some forty-three responsible citizens who have endeavored to discharge their duties faithfully in the best interests of the College and it is their purpose to continue to do so.

The Board regrets that this unfortunate incident should have resulted in the termination of Professor Crowe's services and that the College should lose a valuable teacher. However, the development of events made no other course possible for the Board.

## DOCUMENT NO. 2

*Further reaction to the C.A.U.T. Report was reported as follows in the Winnipeg Free Press, Nov. 26, 1958.*

A sharp clash broke Wednesday between A. H. Watson, chairman of United College board of regents, and Prof. Harry Crowe.

Mr. Watson criticized a CAUT report assertion that Prof. Crowe was never given an opportunity to appear before the board to answer charges against him. He said Prof. Crowe was issued a direct invitation in April, and that another professor at a meeting July 2 said he was representing Prof. Crowe.

Prof. Crowe denied Mr. Watson's statement. He said neither of Mr. Watson's charges was correct.

Mr. Watson said that early in April — shortly after the letter controversy began — a lawyer representing Prof. Crowe was asked by the board of regents to invite Prof. Crowe to a board meeting. He said neither Prof. Crowe nor his lawyer replied to the invitation.

On July 2, said Mr. Watson, Prof. J. H. S. Reid, head of the college's history department, appeared before the board and said he was representing Prof. Crowe, and the history department.

Prof. Crowe countered:

"No lawyer or anyone else to my knowledge was asked to invite me to appear before the board of regents. No such invitation was ever communicated to me.

"I did not have a lawyer in Winnipeg until September. Secondly, at the board meeting of July 2, Dr. Reid, chairman of the history department, made it very clear that he was appearing as chairman of the department and as a member of the academic profession, but not as my representative.

"At no time was I given any specifications of charges against me. At no time was I invited to appear before the board, and at no time was I represented before the board."

Prof. Crowe said that on May 7, "a friend of mine who is also a lawyer — Col. James E. Wilson" — visited Dr. Wilfred C. Lockhart, college principal, concerning the case.

This, said Prof. Crowe, was explained fully in the CAUT report.

## DOCUMENT NO. 3

*The following report of the Comments of a Board member, Rev. D. Bruce Johnson appeared in The Winnipeg Tribune Nov. 27, 1958.*

A divergence of opinion within United College's Board of Regents appeared Wednesday when a board member told The Tribune that the CAUT's investigating committee had all the pertinent facts on the dismissal of Prof. Harry Crowe.

The board member, Rev. D. Bruce Johnson of Harrow United Church, said he "knew of nothing the board was hiding from the public."

"I'm unhappy about the inference that there is some dark secret that the board wants concealed," he said.

The CAUT report does not lack any of the facts, he said, although the board's interpretation of the facts was missing. This was a serious lack, he said.

In a statement released Monday night after a study of the report, the Board of Regents called the CAUT report "a prejudiced document by an improperly constituted body which was not in possession of all the facts."

Refusing to co-operate with the college in setting up a bi-partisan committee to investigate the dispute had "prevented the CAUT from obtaining all the evidence," the board statement said.

Mr. Johnson said Wednesday that none of the facts in the report were false, although in his opinion some had been misinterpreted by the CAUT.

He said he would like another study of the matter by a tribunal in which both parties were represented.

## Section III — THE "RESIGNATIONS" OF PROFESSORS REID, McNAUGHT AND STINGLE.

### DOCUMENT NO. 4

*On November 27, a partial text of letters of protest from Professors Reid, McNaught and Stringle were printed in the Winnipeg press. The text of the three letters in full is reproduced below:*

Principal W. C. Lockhart, November 20, 1958
United College,
Winnipeg.

Dear Principal Lockhart:

I am enclosing a copy of a letter sent to a Mr. Cornelius Jaenen of Memorial University in reply to his inquiry about the possibility of a teaching post in my department.

It was my hope that it would not be necessary to make any final decision about my future relationships with the college until spring, and I certainly do not wish to make public until that time any decision arrived at. A public statement would I think, only stir up needless excitement. Mr. Jaenen's letter, however, and the necessity of replying to it, has suggested to me that in all fairness to the college I should inform you that if present administrative arrangements are to be continued next year I shall not be returning to my post in September 1959.

My conviction that a wrong has been done to Professor Crowe is only one of several reasons for my decision. The completely unfounded charges that have been circulated about my own action in protesting that wrong (the charge that I went to Mr. Watson and threatened to instigate a student strike, for example) constitute another reason. Your decision to appoint Professor Blake as Dean has provided the conclusive reason. In view of the part he has played in the events of the past summer and fall, his appointment can only be viewed as deliberately designed to emphasize your decision, and that of the Board, not to reconsider your policy in the matter of Professor Crowe's position with the college. I should tell you, too, that I have had no other employment offered me, nor have I at the moment any prospect of such, so that my feelings are based entirely upon what has happened. United College is an institution whose traditions I have always admired greatly; those traditions have been violated shamefully in the past several months.

I trust that it will not be necessary to make public at this time this information about my intentions. Since our honours and graduate course offerings in history will obviously be affected, if I find that I cannot return next year, I shall give a copy of this letter to Professor Morton, as chairman

of the Committee of Examiners in History. I shall, of course, ask that he treat it in confidence, at least for the present.

*Yours truly,*
*(signed)*

J. H. Stewart Reid,
*Chairman, Department of History.*

C.C. Professor W. L. Morton,
Chairman, Department of History,
University of Manitoba.

**DOCUMENT NO. 5**

Principal W. C. Lockhart,
United College.

November 20, 1958.

Dear Principal Lockhart,

Because I now think that I must make a definite statement to you concerning my position in the College, may I very briefly recapitulate the course of events, as it appears to me, since last May 7?

When you announced to the General Faculty Council that you had made copies of Professor Crowe's letter and that the Board was going to deal with the matter, I protested that I could not support any action based on a man's private correspondence. I also talked with you on May 8 and expressed the hope that you would see your way clear to returning the copies to Crowe and to assuring him that no action deleterious to his interest would result (a proposal which was also made to you by Colonel Wilson on the preceding day). Since then a long and tangled train of events has ensued, but nothing that has occurred has altered my mind in the least on the main point. That is: nothing of what has happened to the College would, in fact, have transpired had no action been based upon the fact that you received a private letter which was addressed to another person.

Since the first occasion on which I attempted to persuade you that a reconciliation should take place on the basis of forgetting the incident of the letter, I have hoped that the administration would reverse its decision to remove Crowe from the College. I supported an investigation by the Canadian Association of University Teachers in the hope that the Board might be convinced by the collective opinion of the academic community. That hope became dim when the Board decided, after all, not to co-operate with the Fowke committee. Since then the Board has appointed as dean of arts the person on the faculty who has most vehemently defended the position which I find myself unable to support. This indicates that the Board has no intention of reconsidering its decision to remove Professor Crowe from the faculty.

Since the administration seems to be completely adamant in its position I feel that it is only fair to advise you that I will be unable to return to the College in September 1959 unless the decisions with respect to the deanship and with respect to the dismissal of Professor Crowe are revoked.

I need hardly add that I make this statement with regret. Over a period of eleven years I had come to have an increasing enthusiasm for the work and for the prospects of United College. As you know I have refused offers to go elsewhere at higher remuneration. However, I cannot believe that an institution which endorses the decisions made by the administration during the past six months can also be one which is devoted to the principles either of Christian humanism or the liberal arts.

*Yours sincerely,*
*(signed)*

Kenneth McNaught,
*Professor of History.*

C.C. Mr. Allan H. Watson
Dr. J. H. S. Read.

## DOCUMENT NO. 6

Dr. W. C. Lockhart,
Principal, United College,
Winnipeg, Manitoba.

November (20?) 1958.

Dear Dr. Lockhart:

I have long thought that United College could be the most important educational institution in the Canadian west, with its concern both for the humanities and for religious questioning. And I think that I can honestly say that I have acted in terms of that faith in the College's destiny — in the residence, in the religious life, and in other extra-curricular areas of the college.

But I have been profoundly distressed by the Board's action in respect to Professor Crowe, as I have indicated in a previous letter. I believe that this action strikes at the very concept of a university community of faculty and students dedicated to the free enquiry into truth. Necessarily, I also see this action as invalidating the work I have been trying to do.

That the Board sees nothing wrong in its action would seem to be indicated in its appointment of Dr. Blake as dean of arts and science. Dr. Blake has been militantly active against one of his colleagues in an issue that involved that colleague's academic freedom and tenure. I have told him my opinion of his actions in a letter in answer to one from him during the summer.

Since the time of the irresponsible article on possible resignations at United in The Manitoban (an article inspired neither by me nor my friends), I have heard people say that such people should declare themselves. I was not associated with that article, but I now see that if the lamentable injustice against Professor Crowe is to remain as it now is, I shall be obliged to seek another position for the next year.

To be honest, I regret that this may prove to be necessary. I am fond of United College, and am well aware of what it could have achieved, under other circumstances.

*Yours*.....

R. M. Stingle

## DOCUMENT NO. 7

*The Board of Regents received and accepted the letters from Professors Reid, McNaught and Stingle as letters of resignation. The following statement of the Board appeared in the Winnipeg Free Press of Nov. 27, 1958.*

The board regrets that Professors Reid, McNaught and Stingle have come to the decisions indicated by their letters and that the conditions they have imposed have left the board no alternative but to accept the resignations.

All the correspondence shows that the resignations relate to two matters (a) the termination of Professor Crowe's services and (b) the appointment of Professor Blake as dean of arts and science . . .

Professor Blake has been a member of the teaching staff at United college for nine years and has a recognized and highly creditable academic record. He was appointed dean of arts and science in October, 1958, following the death of the Dean O. T. Anderson.

The method adopted by the board of regents in appointing Professor Blake was recommended to the principal by the United college faculty association. Preceding his appointment, all members of the faculty of arts and science were requested to express their opinions privately for the guidance of the board as to the person who should be the new dean. Professor Blake was the overwhelming choice of the faculty.

Prior to his appointment as dean, Professor Blake had protested against the methods which were being deliberately used to discredit the principal in

the controversy regarding Professor Crowe. On July 15, Professor Blake wrote to Professor Crowe, stating:

"I think it is fair to inform you that since you have, in my view, regrettably and unnecessarily permitted the affair to reach its present proportions, I intend to take all measures within my competence to oppose any action which you might pursue, which in my opinion would serve to bring discredit upon the institution of which I have the honor to be a member."

This is the extent of Professor Blake's communication to Professor Crowe on the matter.

In the light of these facts the following conclusions may be drawn.

The statements by Professors Reid, McNaught and Stingle obviously deny to Professor Blake the right to hold and act upon opinions contrary to their own. This is the very antithesis to the principles of freedom, whether academic or otherwise, which Professors Reid, McNaught and Stingle profess to uphold so sincerely.

While Professors Reid, McNaught and Stingle profess to place their own actions on the high level of assisting a colleague, namely Professor Crowe, they in effect oppose the action of Professor Blake, who came loyally to the assistance of his principal and teaching colleague when the latter was being unfairly attacked. Their attitude is most inconsistent.

Professors Reid, McNaught and Stingle deny the validity of the democratic process and disregard the opinions of the overwhelming number of the members of the Faculty of Arts and Science in contributing to the appointment of Professor Blake as Dean, and use the threat of their resignation to attempt to bring about the revocation of that appointment. They request in effect that the opinions of their colleagues be nullified. This is a most arrogant attitude.

Professors Reid, McNaught and Stingle openly challenge the considered decisions of the Administration in respect of the Deanship, and the termination of Professor Crowe's services. They use their resignations as a threat to attempt to enforce their personal wishes in these matters.

When one attempts to assess the total situation in the college, we wonder whether the real truth of the Professor Crowe affair is that it has been used as a vehicle of publicity to discredit, first the principal, and now the dean, and to bring about their resignations.

The letters of Professors Reid and McNaught make it clear why the reinstatement of Professor Crowe at United college is not a possible or proper solution to the matter. The reinstatement of Professor Crowe obviously will not satisfy the demands of Professors Reid, McNaught and Stingle, and would make untenable the position of Professor Blake as dean and of Professor Lockhart as principal. Furthermore the real authority in the administration of the affairs of United college would in effect become vested in the three members of the history department and the authority vested in the Board of Regents to conduct the affairs of the college would be destroyed.

## Section III — THE McLEOD NEGOTIATIONS.

### DOCUMENT NO. 8

*Early in December negotiations were conducted between representatives of the Board of Regents, on one side, and Professor Crowe, usually in the company of Professors Reid, McNaught, and Stingle, on the other side, under the chairmanship of Rev. Stanley McLeod, President of the Manitoba Conference of the United Church. After nearly a week of negotiations, the Board presented Prof. Crowe with an offer. The offer as released to the press, December 9, 1958 was the following:*

A. The Board of Regents, recognizing that it may have erred in the lack of consultative procedures prior to the termination of the services of Professor Crowe, accepts the recommendation of the executive of the CAUT that Professor Crowe be reinstated as an Associate Professor in United

College with all the rights and privileges pertaining thereto. It challenges, however, the correctness and fairness of the procedures used by the CAUT in its investigation and repudiates the allegations made in its report against Dr. Lockhart, the Principal of the College.

B. The Board of Regents regrets any misconceptions that have arisen concerning the religious views of Professor Crowe as a result of the Board of Regent's statement in the press of September 20, 1958. The Board retracts any statement that may have reflected in any way upon Crowe's religious views.

C. The Board agrees to withdraw its acceptances of the resignations of Professors Reid, McNaught and Stingle on request.

"The Board asked assurance from Professor Crowe on one point only, namely:

"If any statement or actions of mine have contributed to the development of the present situation at the College, I regret them. I assure the administration of the College of my full cooperation having regard to the principles and objectives of that institution."

## DOCUMENT NO. 9

*The following statement of the Board of Regents on the failure of the McLeod negotiations appeared in the Winnipeg Free Press, December 9, 1958.*

The Board of Regents profoundly regrets that its overtures to Professor Crowe were rejected by him.

Rev. Stanley McLeod, the president of the Manitoba Conference of the United Church, under whose auspices the discussions took place, sorrowfully reported on Dec. 6 that the board's offer to reinstate Prof. Crowe had been rejected. This statement was confirmed by Dr. Dorey, a former moderator of the United Church of Canada.

Since the sincere and extended efforts of representatives of the board to resolve this unfortunate affair have been rejected, the board of regents has decided that its silence must be broken. — a silence that seemed necessary to avoid prejudicing the delicate situation.

A disturbed public is now entitled to know the degree as set forth above to which the board of regents was prepared to extend itself in an effort to effect reconciliation.

We leave it to the public to form its own conclusions with respect to Prof. Crowe's refusal, and it is hoped that this statement will bring about some understanding of the difficulties with which the board of regents has had to contend in its efforts to solve the problem.

The board has decided that since its efforts for reconciliation have failed for the reasons already stated Professors Crowe, Reid, McNaught and Stingle cannot continue on the staff of United college. The resignations of Professors Reid, McNaught and Stingle which have been accepted must stand.

The unreasonable and unyielding attitude of Prof. Crowe and his supporters has forced the resignation of Principal Lockhart. However, the board has no intention of accepting Dr. Lockhart's resignation.

Also it has become clear to the board that it can expect the resignations of many senior and valuable members of the faculty if Professors Crowe, Reid, McNaught and Stingle are retained on the staff. Obviously therefore it is not possible to unite the college on this basis.

The board considers it is duty bound to protect the interests of the college, the faculty, the students and the public interest. Accordingly the Board's offer to Prof. Crowe has been withdrawn.

The board has many times endeavoured to have all the facts in the situation brought to light by a judicial enquiry, and the board again emphasizes the desirability, if not the absolute necessity, of such an enquiry. The board again states it will accept the findings of such an enquiry, in the interests both of the college and the general public. Surely any fair-minded person must concede that the board has acted in what it considers to be the best interests of the college as well as the public interest when it is willing to accept the findings of such an enquiry.

United college had its origin in the Presbyterian and Methodist churches, and is now a college of the United Church of Canada. Christian principles always have been and must continue to be the cornerstone of this institution. While the issue relating to the original letter gave rise to a dilemma in which the application of Christian principles was not clearcut, the board feels that the issue has now gone much farther, and the action which must be taken is abundantly clear. This board does not propose to preside over the dissolution of United college by turning over the administration of its affairs to a small discordant group of the faculty.

If there are a sufficient number of people who will consent to support, teach and attend a college, which intends, no matter what may happen, to hold fast to the principles upon which it was founded, then United college will continue its useful career.

Insofar as the board is concerned, this is the end of the Crowe case, unless and until it is possible to have a proper investigation in the nature of a judicial enquiry.

## DOCUMENT NO. 10

*The following statement of Prof. Crowe on the McLeod negotiations appeared in he Winnipeg Free Press, Dec. 9, 1958.*

"With Prof. Reid, Prof. McNaught and Prof. Stingle, I entered discussions with representatives of the board of regents and with Dr. Lockhart under the chairmanship of the Rev. Stanley McLeod, president of the Manitoba Conference of the United Church.

"These discussions were on the strict understanding, insisted upon by Dr. McLeod and agreed to by all parties, that the proceedings were not to be divulged in any way at any time. Dr. McLeod said he would use his full authority in the church to denounce any one who violated the secrecy he imposed.

"Now that Dr. Lockhart and the board have made public an incomplete account of their proposal for my re-instatement made during those proceedings, I have no other course than to reply.

"1. I was handed an ultimatum from the Board of Regents at 2:15 a.m. Saturday, Dec. 6 and its acceptance or rejection by me was demanded by 9:30 a.m. the same day. I stated at 9:30 a.m. that the contents of the ultimatum were unacceptable as I have not been defending my rights as a citizen and as a member of the academic profession for the past eight months in order to surrender them in response to an ultimatum.

"2. By accepting the re-instatement offered by the board in this ultimatum I would be concurring in the invasion of a fundamental human right to the privacy of personal correspondence. The board will admit no wrongdoing of any kind and will offer no assurance to me or other members of the faculty of academic freedom and tenure as recommended by the Canadian Association of University Teachers.

"3. The absence of any assurances of freedom and tenure was emphasized by the insistence of representatives of the board that the achievement of "reconciliation" after re-instatement would require an apology by me to Dr. Lockhart and the publication of my original personal letter which was intercepted in the mails. The board's statement omits these crucial points.

"4. By accepting the board's ultimatum I would be concurring in a wholly unwarranted attack upon the Canadian Association of University Teachers.

"5. By accepting the board's ultimatum I would be accepting a share of responsibility for the present situation which on the record rests clearly with the principal and the board and furthermore by inference I would promise reformed behaviour in the future. The board proposal contains both a "guilt clause" and a "loyalty oath".

"6. I would like to have had an opportunity to discuss the ultimatum with representatives of the board to attempt to show them why it was completely unacceptable, but, as it was a "final and unalterable" offer with a time limit, discussion was precluded.

"All faculty members who have resigned because I have not been reinstated are in full agreement that I could not accept re-instatement on the terms proposed. It is difficult to escape the conclusion that the board's offer was deliberately worded in such a way that I would have to reject it."

"The proposal which I made to the Board was very simple:

"That I should be reinstated as recommended by the CAUT.

"The Board should retract the references to my religion in its press release of Sept. 20.

"The acceptance of the resignation of those faculty members who have resigned because I have not been reinstated should be withdrawn.

"The Board of Regents rejected this proposal."

## DOCUMENT NO. 11

*The following statement of Prof. McNaught on the McLeod negotiations appeared in the Winnipeg Tribune, Dec. 9, 1958.*

"It is a frightening event when the board and principal of a church college can permit themselves to employ the tactics of emotional misrepresentation. Since the principal's resignation was before the board on Saturday why was it deemed proper to issue a lengthy statement in public and then to say that the proffered resignation would not be considered until a board meeting on Monday?

"Both the board and the principal declare that they have failed to reach a Christian reconciliation with Professor Crowe. These men know full well that reconciliation after a wrong has been done can only be reached if the wrong is admitted and assurances given that it will not be repeated. They have refused to do either of these things.

"As part of reinstatement they insist on attacking the organization which was responsible for proving to the Canadian public that freedom and tenure had been violated. They insist that the victim of their own unjust actions should accept part of the blame for the results of those actions. They demand of Professor Crowe, whose only guilt was firm defence of his human rights, a loyalty oath to the purposes of the college.

"Who, one may ask, has really been defending those purposes?

"But this is not all. The administration specifically refuses to say that use of private correspondence to obtain dismissal of a professor was wrong. They thus claim the right for the future to do exactly the same thing again. Where is the assurance of freedom and tenure for the faculty of the college?

"Finally it must be said that the board is now suppressing very relevant facts. The board made it absolutely clear to Prof. Crowe and three of his colleagues that reconciliation must include public apology by Crowe to the principal, to each person named in Crowe's letter, and to the estates of the two deceased persons named in the letter. Reconciliation, they argued, must also include the right of the board to publish the pertinent paragraph of that letter.

"What is Christian, and what is reconciling about that proposition? It is now crystal-clear that the independent board of the college is prepared to stand opposed to what the church, the academic profession and the whole community know to be right. This they do in the very week in which we celebrate the charter of universal human rights."

## DOCUMENT NO. 12

*The following statement of Prof. Stingle on the McLeod negotiations appeared in the Winnipeg Tribune, December 9, 1958.*

Prof. R. M. Stingle said:

"The board has revealed negotiations which their representatives gave their word of honor they would not reveal. It has refused as the principal and their representatives did throughout the week to acknowledge that any wrong

had been done in reading Prof. Crowe's private mail, in retaining it and in using it as the basis for his dismissal.

"In their final ultimatum with which they broke off discussions they admit only that possibly their procedure was wrong but certainly not that the original action was wrong. Their ultimatum makes an attack on CAUT and denies any criticism of Dr. Lockhart though it was he who used Prof. Crowe's letter.

"Not does the board inform the public that their representatives made clear to Prof. Crowe that after reinstatement he would be expected to issue a public apology to Dr. Lockhart and to publish his letter in the public press.

"Not only do the principal and the board refuse to admit that they had no right to read Prof. Crowe's letter, they now insist the Canadian public should join them in reading it. Since no wrong is admitted no faculty member can expect different treatment from that given to Prof. Crowe."

## DOCUMENT NO. 13

*Further statements by members of the Board of Regents in respect to the McLeod negotiations appeared in the*

*Winnipeg Tribune, Dec. 10, 1958.*

Mr. Watson, commenting on the regents' offer of reinstatement to Prof. Crowe, said: "The board's final offer to Prof. Crowe was as it appeared in the statement made by the board to the press on Tuesday with nothing added or nothing omitted."

A further statement from Mr. Watson read: "Pursuant to a resolution of the board, a request is being made to the moderator of the United Church that the United Church fully support the board's request for a judicial inquiry into all relevant matters in the situation at United College."

*Winnipeg Free Press, Dec. 10, 1958.*

Miss Mildred McMurray, a member of the board of Regents of United College, said in a television interview Tuesday that the board wanted a judicial inquiry into the Prof. Crowe case so that "both sides could be brought out without prejudice, and so that the public may be enlightened."

Miss McMurray said she had no idea why attempts at reconciliation had failed.

"We offered to re-instate Prof. Crowe unconditionally," Miss McMurray said. "He refused our offer wholly."

She said the board had withdrawn its offer of reinstatement for Prof. Crowe because it was "faced with the probability of the majority of the staff resigning," if Prof. Crowe was taken back.

"When it comes to choosing between Prof. Crowe and Dr. Lockhart whose resignation was forced by Prof. Crowe's conduct, we have no hesitation in saying the whole board is solidly behind Dr. Lockhart, who is probably the best principal United College has ever had," Miss McMurray said.

## DOCUMENT NO. 14

*The following statements of Prof. Packer appeared in the Winnipeg Free Press, Dec. 10, 1958.*

Prof. William Packer, secretary of United College Faculty association, said Wednesday more than 75 per cent of the faculty, possibly 90 per cent, want the immediate reinstatement of Prof. Harry Crowe.

"In seven months' discussions I have not heard one single professor say that he would resign if Prof. Crowe were reinstated," Prof. Packer said.

Dealing with a contention that there is no proof Prof. Crowe's letter was intercepted, Prof. Packer said:

"Prof. Crowe's letter to me was mailed in Kingston. Instead of coming to me in my mail it arrived on Principal Lockhart's desk with a poison pen note attached. I saw the letter for the first time when Dr. Lockhart showed it to me. What further proof of interception is necessary?"

## DOCUMENT NO. 15

*Further comment by Prof. Crowe on the McLeod negotiations appeared in the Winnipeg Free Press, Dec. 10, 1958.*

Prof. Harry Crowe said Wednesday, a four-man committee of the board of regents asked him verbally to agree last Thursday night to two "crucial points" not included in the regents' statement Tuesday concerning terms of their re-instatement offer to Prof. Crowe.

Prof. Crowe said he was told that to make reconciliation with the college possible he would have to agree to make public the letter he wrote to Dr. W. A. Packer, and also make public apologies to Dr. Wilfred C. Lockhart and persons named in the letter.

"This wasn't in the board's final offer Friday night, but I was under no illusion that if I agreed to that offer, I would be expected to agree to the other stipulations," said Prof. Crowe.

He said the portion of the board's offer referring to a discrediting of the Canadian Association of University Teachers came to him as a complete surprise Friday night.

"This hadn't been mentioned in any of our negotiations," he said.

A. H. Watson, chairman of the board of regents, said Wednesday the board's offer as reported in its statement stands. "It is complete . . . exactly as put in the papers."

He said he would not enter "into any discussions on Prof. Crowe's reactions to the board's statement."

## DOCUMENT NO. 16

*The following statement on the negotiations, the essential parts of which appeared in the Winnipeg press, Dec. 11, 1958, was issued by Dr. McLeod.*

### A Statement by the President of the Manitoba Conference of the United Church of Canada

On Monday, December 1st, 1958, a sub-executive of the Manitoba Conference of The United Church of Canada offered the good offices of the Manitoba Conference to assist in resolving the dispute which had arisen as a result of the dismissal of Professor Crowe by the Board of Regents of United College. I was personally instructed to do everything possible to bring the parties to the dispute together in a face-to-face encounter to see if some solution might be found.

I was able to do this, on the understanding clearly and mutually agreed to by all parties concerned, namely, representatives of the Board of Regents, Principal Lockhart, Professor Crowe and his associates and myself, that conversations would be in confidence and that no publicity would be given to them. It was further agreed that should the deliberations break down nothing in those conversations would be used by any party to the detriment of the other's position.

In the deliberations that followed full opportunity was given to both groups to present their basic positions. Primary proposals and secondary considerations were presented by both groups. It was understood that the secondary considerations should have no bearing whatever on the acceptance or rejection of the primary proposals.

The final offer of the Board's representatives which dealt only with primary proposals was submitted to me in writing late Friday night due to the fact that Professor Crowe and his associates found it impossible to meet with representatives of the Board that evening. These proposals were delivered by me personally to Professor Crowe at approximately two o'clock Saturday morning. As I had informed both parties that it would be necessary to reach a final decision by 10.30 Saturday morning, Professor Crowe informed me at approximately 9.30 that morning that the proposals were on the whole un-

acceptable. I communicated this fact to the Board's representatives. It was obvious to all that a stalemate had been reached. Negotiations as far as I, the President of Manitoba Conference, was concerned were concluded.

It was my understanding with the representatives of the Board of Regents that their final proposals as presented to me Friday evening, if they were rejected and conversations broke down, were to be considered no longer in confidence.

On Saturday morning on receipt of Professor Crowe's rejection of the proposals of the Regent's representatives, I intimated to him and his associates that I was prepared to make a statement setting forth the final respective positions of the two parties without comment. On the objection of Professor Crowe and his associates I agreed not to issue a statement but I informed them that the representatives of the Board of Regents intended to make their final proposals known.

The statement issued by the Board of Regents which appeared in both the Winnipeg Free Press and Winnipeg Tribune, on Tuesday December 9th, states clearly and correctly the terms of the proposals which were made by the Board's representatives to Professor Crowe and which I delivered to him personally early Saturday morning. This statement of proposals contains everything relevant to the Board's offer and this understanding was, in my mind, clearly understood by both parties. In the issuing of this statement by the Board of Regents there was, in my opinion, no breach of confidence.

May I say further that Professor Crowe in his TV and Press comments, Tuesday December 9th, raised matters which were not conditions to the Board's position as set down in the document submitted to him, by me, early Saturday morning.

(Signed) S. R. McLEOD,

President, Manitoba Conference
The United Church of Canada.

Issued at Forth William, Ontario,
5.00 P.M. December 10th, 1958.

## DOCUMENT NO. 17

*The following statement of Prof. McNaught in reply to Dr. McLeod appeared in the Winnipeg press, Dec. 11, 1958.*

The conversations which we had with Mr. Rod Hunter, Mr. Walter McDonald, Mr. Ross and Mr. Jessiman were certainly in confidence. Dr. McLeod was so insistent upon this that I was personally reluctant to take part in them. He declared that he would use the authority of the church to denounce anyone who revealed even that they had taken place.

Dr. McLeod seems to have accepted the board's position that they are bargaining with employees and that we are intransigent if we do not compromise. Does the Church compromise on principle?

As far as I am concerned, we have shown decisively what we think about the privacy of personal correspondence. I have resigned and my resignation was accepted. The board in its unlimited power may do exactly what it wishes with United College — if the Church will let it.

It was clearly understood that no statement would be made resulting from these conversations unless the statement was agreed to by both parties.

## DOCUMENT NO. 18

*The following statement of Prof. Crowe in reply to Dr. McLeod appeared in the Winnipeg press, Dec. 11, 1958.*

Dr. McLeod did not indicate to me in any way that the board proposed to make public its ultimatum to me. He did say that he was thinking of issuing a statement himself, but when Prof. Reid, Prof. Stingle and I reminded him

of his injunction to secrecy he agreed it would be most improper for any information to be divulged. This was at 9:30 a.m. Saturday at Young United Church after I had declared the board's ultimatum to be unacceptable. I had no conversation with him on this subject except in the presence of Prof. Reid and Prof. Stingle.

Dr. McLeod's reference to the verbal demands which were made upon me during the week obscures the fact that these were with respect to reconciliation after reinstatement.

## DOCUMENT NO. 19

*The following statement of Prof. Stingle in reply to Dr. McLeod appeared in the Winnipeg press, Dec. 11, 1958.*

I joined the discussions at the second meeting and Dr. McLeod told me in front of all parties concerned that I must say nothing about the negotiations or even about where they were held. Dr. McLeod also stated that even the fact that negotiations had taken place would never be revealed, yet the next day we learned that people with no connection with the college knew specific arguments used by us in the discussion. We told Dr. McLeod of this, but he merely said that he had confidence in the good faith of the board representatives.

On Saturday morning in Young Church, Dr. McLeod informed Professors Crowe, Reid and myself that he was working on a statement for the press summarizing the arguments used on both sides. When we reminded him that this would be in direct contradiction to the conditions he himself had laid down, he agreed that he would issue only a neutral statement that negotiations had failed. He further assured us that no other statement would be issued by anyone.

Dr. McLeod has said that the demands by the board that Prof. Crowe apologize to Dr. Lockhart and publish his letter were not conditions for reinstatement and this is true in a narrow sense, but they were conditions insisted upon for reconciliation after reinstatement. Prof. Crowe could expect to remain at the college after reinstatement only if he conformed to those conditions. I cannot understand why Dr. McLeod does not see the importance of this since Dr. McLeod came here, not to discover a legalistic basis for reinstatement, but to give his offices in effecting a Christian reconciliation.

## DOCUMENT NO. 20

*The following statement of Prof. Reid in reply to Dr. McLeod appeared in the Winnipeg Free Press, Dec. 11, 1958.*

Dr. McLeod only persuaded me to take part in the discussion in question by his guarantee that no account of the discussions would be released without complete joint agreement. That guarantee was repeated at our first meeting and was agreed to by all present.

On the matter of the subject discussed at the meeting in Young United Church on the evening of Wednesday, Dec. 4, I am not simply trusting to my memory. I asked permission to make a memorandum of the conditions which the board felt were necessary for settlement. At the conclusion of the discussions I read my memorandum aloud, made certain changes in wording at the suggestion of board members, handed it in to R. O. Hunter, of the board, who read it, agreed it fairly stated their position and returned it to me. I handed it then to Dr. McLeod who read it, agreed that it fairly stated the board's position and returned it to me. That memorandum is still in my possession. Surely Dr. McLeod and the board representatives will recognize it. Among the seven conditions which the board members advanced as being in their opinion necessary for settlement were the contentious ones of the apology to Dr. Lockhart and the publication of Crowe's letter.

## DOCUMENT NO. 21

The following memorandum is a reproduction of the notes made by Professor J. H. S. Reid at a meeting in Young United Church between representatives of the Board of Regents, and Professor Crowe and his supporters, presided over by Dr. Stanley McLeod, Dec. 4, 1958. The memorandum was examined by Mr. R. O. A. Hunter of the Board, and by Dr. McLeod, and verified by them as correct. At a previous meeting Professor Crowe, at the invitation of the Board representatives, had stated the points which he considered essential for reinstatement and reconciliation. The Board representatives, in reply, stated the points which *they* considered essential, as follows:

1. The Board feels that the letter was actionable.
2. The Board feels that apology should be made to Drs. Lockhart and . . . . . and to . . . . . and . . . . . by Professor Crowe. (Mr. Jessiman said that it would not be necessary to apologize to the deceased persons mentioned in the letter).
3. Difference of opinion as to whether Col. James Wilson was or was not Crowe's legal representative; Board says 'yes'.
4. Crowe deliberately left impression with Church officials* that Dr. Lockhart told two stories when he had Dr. Lockhart's story.
5. Crowe says that Dr. Lockhart 'paraded' (the purport of the letter) before the faculty and the board.
6. The Board objects to the "provisional statement of facts" and does not feel that the correction did any good.**
7. The Board wishes publication of the second paragraph of Crowe's letter.

*Meeting at Peterborough, June 2, 1958. CAUT Report, pp. 28, 56.

**"Provisional Statement of Facts Respecting the Dismissal of Harry Crowe by United College, Winnipeg, Manitoba" was sent to members of the CAUT executive by President C. L. Barber on July 31, 1958. When Mr. A. H. Watson, Chairman of the Board of Regents, objected to this document, he was invited to prepare a statement of "corrections" which was similarly circulated."

## SECTION IV. THE RESIGNATION OF PRINCIPAL LOCKHART

### DOCUMENT NO. 22

*On Saturday December 6 (not 9th as stated in United Church Observer) Dr. Lockhart submitted a letter of resignation of which the following is the text. The letter appeared in the Winnipeg papers Dec. 8, 1958 and in the United Church Observer of Jan. 1, 1959.*

I herewith tender my resignation as Principal of United College to become effective as of August 31st, 1959, or at such time as the Board may wish to relieve me of my responsibilities. I do so because of our failure to effect a Christian reconciliation with Professor Crowe and because the widespread attacks upon me now make it impossible for me to perform my proper duties as Principal of the College.

I do so also out of the deep conviction that I do not see how I can in the present situation discharge my duties in carrying out the avowed aims of the College as set forth in the Act of Incorporation of United College, viz.,

> "to be a body corporate and politic for the education of youth and the promotion of knowledge according to the principles of the Christian religion."

At the time of his resignation Dr. Lockhart made the following statement (United Church Observer, Jan. 1):

Now that I have tendered my resignation as Principal of United College the time has come for me to break my self-imposed silence in this unfortunate affair. I have made no defence of myself from the beginning because I recognized that the nature of the attack launched against me and the methods used to discredit me were such as to make it virtually impossible without using methods I could not in honour employ.

I came to Winnipeg three years ago because I had been persuaded by leaders of the Church and by my predecessor, the late Dr. William Creighton Graham, that "Here is a work you can do for your God and your country." I have been deeply grateful for the kindly way in which the people of Winnipeg and the Province have received me and my family. I have been impressed with the intelligent and widespread interest I have found in education, to say nothing about the cultural concerns that are so characteristic of Winnipeg.

I have given myself without reserve to the realization of the hope that I might make some useful contribution in this part of Canada and it is with deep sorrow that I see what I have worked so hard to achieve being now nullified by the tragic events of these past months. It was with satisfaction that we secured a greatly improved salary scale for the faculty, a new pension scheme and income disability insurance. There was also satisfaction from the marked success of the campaign for capital funds and the inauguration of the work on the new Arts and Science Building. These and many other things pointed hopefully to a bright future for the College.

However I now stand condemned and convicted before the public as a result of a trial by press, radio and T.V., as a person unworthy to head an academic community, especially a Church College. The attacks upon me have been vicious and persistent. They have come from a small group within my own faculty, from the University of Manitoba, from the CAUT and from the public at large. As a result of these my position has become untenable and I have tendered my resignation.

In my own defence I would like to make a few simple facts clear:

1. I never at any time tampered with the mails. The letter in question came to me in Her Majesty's mail as an enclosure in an envelope addressed to myself. The letter was devoid of its original envelope.

2. I could not avoid reading the pertinent sections of the letter. When I opened the envelope addressed to myself Professor Crowe's letter lay open before me on my desk.

3. I did not know at first to whom it had been addressed or from whom it had come. It began "Dear Viljo". This was an unfamiliar name.

But I did know that it had been in the hands of someone else. The accompanying note said "We think you should read it." I did not know to whom the "we" referred — one person or 20 persons. The letter, by the time it reached me, was not, in my judgment, a privileged or private document. Others had been in possession of it and might also have already made use of it.

Under the circumstances I felt, as Chief Executive Officer of the College, morally bound to retain a copy of it, especially since there might have been sinister intent behind it being sent to me as Principal of the College.

If this was a mistake in judgment I sincerely admit it. But I had no malicious intent. This should be clear from the fact that I was open and honest in informing Professor Packer that I knew its contents and had retained a copy of it. If it had been my intent to use the letter aginst Professor Crowe I would never have divulged that I had even read the letter.

4. I wrote to Professor Crowe explaining how his letter had come into my possession and expressing regret over the views he expressed. I assumed that he would do me the courtesy to reply to my letter providing some explanation or expressing some regret over his statements. He did not reply until one month later. Rather he sent me his lawyer, and hence unfortunately from the very beginning of this regrettable affair relationships between himself, myself and the Board were put on a legal basis.

5. I have been trained in liberal theological schools and, despite the colours that have been used to paint me a narrow-minded ecclesiastic, I am not known to my friends as being either pious or orthodox. But I was profoundly shocked at the statements in the letter. They left no doubt in my mind about the writer's opinion of religion and the religious views held by myself and by men who are, and who have been in the past, held in high esteem within the College and in the community at large. Professor Crowe has since described his statements as "facetious". It is significant that Professor Crowe refuses to publish his letter.

6. I never at any time took Professor Crowe's letter to the Board or the Faculty, nor divulged its contents to them. I have never used the letter for any purpose against Professor Crowe and I have at no time ever recommended his dismissal from the College.

Having now stated the simple facts related to my own handling of this letter I want to acknowledge publicly, without reservation, my profound regret, if any error of mine, however inadvertent, should have brought harm to anyone and to the College. For this I am deeply sorry and I apologize to any I may have wronged.

I had hoped that it might have been possible to effect a reconciliation with Professor Crowe and that he would have found it possible to accept the Board's offer to return to the College. I have worked hard to this end but it appears clear that Professor Crowe is unwilling to modify his position in any degree. He apparently remains adamant in his conviction that the right is all on his side and the wrong on ours.

I have therefore no alternative but to tender my resignation. As a result of the vicious personal attacks upon me I have been rendered incapable of discharging my duties in any useful way as Principal of the College.

Finally my deepest regret, is that I sever my relationships with students. Nothing, however, that has happened in this entire situation has shaken my confidence in the students within the College. They are wonderful young people and I can only hope and pray that this unfortunate affair will in no way impair their work and achievement.

## DOCUMENT NO. 23

*The following statement of Professors Reid and McNaught in reply to Principal Lockhart's statement appeared in the Winnipeg Free Press, Dec. 8, 1958.*

### Two Professors Reply to Lockhart Statement

The two remaining members of the United college history department — both of whom have resigned from the college — said Monday they regret Dr. Wilfred C. Lockhart's statement that academic protest constitutes a vicious attack upon him.

Making the statement were Dr. J. H. S. Reid, chairman of the department, and Dr. K. W. K. McNaught, professor of history. Here are their statements:

Prof. Reid: "Naturally I regret that circumstances have made it necessary for Dr. Lockhart to resign his post as principal. I regret also his insistence that academic protest against an action of his constitutes a 'vicious attack' upon him.

"I cannot see how Dr. Lockhart can claim that he did not take the matter before the board and that he did not recommend Crowe's dismissal. If he did not do it, who did? Naturally I regret the statement that Dr. Lockhart has been viciously attacked by the University of Manitoba.

"As a member of the college faculty I have been and still am proud to be part of that university and can only regret that my own college is proving itself unworthy to be a part of it."

Prof. McNaught: "I'm very sorry that the principal still sees fit to say that the firm defence of Prof. Crowe's undoubted academic and human rights constitute a vicious attack. I recall very well that Dr. Lockhart told his whole faculty that there could be no reply to the letter which he wrote to Prof. Crowe. If the principal believes that about his own letter, how can he say that he expected Crowe to reply to it?

"As for the principal's part in the actions taken against Crowe, he has told the faculty that he and the board have been completely united in defending those actions. Finally I find it incredible that the board of regents can contemplate the collapse of the college rather than admit that an injustice has been done and must be undone.

"When the principal and the board request Crowe to publish the letter of March 14, they demonstrate that they still do not recognize the sanctity of private correspondence and academic freedom — which remain the only issues in this case."

## DOCUMENT NO. 24

*The following statement of 25 staff members of United College, asking for judicial enquiry, appeared in The Winnipeg Free Press, Dec. 10, 1958.*

1. As members of the faculty of United college, our basic responsibilities are to the teaching profession, to our institution, and to our students. We wish to pay tribute at the outset to the mature and responsible manner in which these students have conducted themselves under circumstances which, we realize, must be trying.

We had believed that the difficulties which had developed within the college might have been resolved by the several processes which had been initiated. Since these processes have not resulted in a resolution of the problem, we believe that we must make a statement.

2. With reference to the matter of the letter, we wish to go on record as stating that we are opposed to any violation of the privacy of the mail. We assert however that if any violation of the mail occurred in this case it was prior to the time when the principal received the letter in his regular mail.

We accept the principal's statement made in his resignation that he had no intention of using the contents of this letter to the detriment of Professor H. S. Crowe. We furthermore consider that the board's offer of reinstatement makes it obvious that the letter is not now significant in the matter of Professor Crowe's status and it is thus removed as a central issue in the case. Nevertheless we recognize that for many people this may remain an issue which can only be resolved by a judicial inquiry.

3. Matters of academic freedom and tenure have been raised in this affair. To our knowledge academic freedom has never been defined in any university charter in Canada. As a working principle we would adopt the statement of the American Association of University Professors respecting academic freedom. Having studied the three principles of academic freedom laid down by this association we can find no violation involved in the Crowe case.

With respect to tenure, it appears to us that if AAUP principles were in effect in Canada there would have been an infringement of tenure in this case. It appears that the board has acknowledged this, even though it has not transgressed the articles of tenure contained in the act of incorporation of United college or in the by-laws of the University of Manitoba.

4. Professors Reid, McNaught and Stingle have stated that they would resign unless Professor Blake's appointment as Dean of Arts and Science were revoked. Professor Blake was appointed to this position only after members of the Arts and Science Faculty had been given the opportunity of expressing their preference by secret ballot. The appointment was made in accord with a decisive expression of opinion in his support.

The attempt by the above-named Professors to achieve a revocation of this appointment can only be interpreted as a flagrant violation of democratic principle and must be regarded as an attempt at nullification of the expressed wishes of the faculty. Such action is intolerable.

5. The Board of Regents has stated that it accepted "the recommendations of the executive of the CAUT that Professor Crowe be reinstated as an associate professor in United College with all rights and privileges pertaining thereto," and conducted negotiations with this as one of the premises. The board has stated that they were unable to achieve this end. We regret the failure of these negotiations. In this impass we believe that only an independent judicial enquiry can deal with the problem.

The statement is signed by Patricia R. Anderson, A. G. Bedford, W. C. Campbell, John Clarke, James Duff, Edwin D. Eagle, R. N. Hallstead, K. M. Hamilton, Victor Leathers, A. D. Longman, Evelyn V. Mills, William A. Morrison, J. Emmett Mulvaney, Charles R. Newcombe, David Owen, G. Pettingell, R. J. Riddell, Clifford J. Robson, W. Rutherford, V. Shimizu, Ruth Scott, G. Taylor, Robert B. Tillman, Lorne A. Tomlinson, Ida G. Wilkinson. A former faculty member, E. G. D. Freeman, said he concurred in the statement.

## DOCUMENT NO. 25

*When the McLeod negotiations failed to effect a settlement of the United College dispute, the Hon. Gordon Churchill, a member of the Board of Regents, intervened and succeeded in producing a settlement upon the basis of Prof. Crowe's unconditional reinstatement. The news that an agreement had been reached was reported in the press on December 15, 1958. Professor Crowe has described the negotiations with Mr. Churchill as follows. (See Document No. 35 from which the following is extracted.)*

. . . in close consultation with my colleagues, I made an approach to the Hon. Gordon Churchill. The purpose was to return to the situation prior to July 2nd when the Board first dismissed me. The arrangement with Mr. Churchill was in three parts:

1) A memorandum which I would hand to Mr. Churchill suggesting my reinstatement to get the affairs of the college out of the press and to begin within the walls of the college the process of restoring confidence in the college;
2) A motion to be passed by the Board withdrawing its two dismissal letters to me, dated July 4th and September 15th;
3) A statement by the Board calling upon all parties to unite in an effort to rebuild the college which would appear in the press with my memorandum.

I handed Mr. Churchill the memorandum on December 13; the motion as we drafted it was passed by the Board on December 14th; the Board issued its statement to the press on December 15th, and thereupon I made public my memorandum. Dr. Reid immediately issued a public statement that he "would be happy to associate . . . with the effort suggested by Mr. Watson in his statement to restore the college to its rightful place in the academic world."

## DOCUMENT NO. 26

*The above mentioned memorandum from Prof. Crowe to the Honorable Gordon Churchill of December 13, appeared in The Winnipeg Tribune, December 15, 1958.*

When I began last April the defence of what I conceived to be my rights as a citizen and as a member of the academic profession, it did not occur to me that the point might be reached where the very existence of United College, with its long traditions and in many ways unique position in Canadian society, would be brought into question. That point seems now to have been reached.

As a former student of the College and as a faculty member I am proud of the traditions of the college and aware of its vital role in the community.

For these reasons and in the interests of the students, I am most anxious to effect the termination of the public debate of the affairs of the college, to resume my duties in the classroom, to begin within the walls of the college the process of reconstruction and the restoration of academic confidence in the college."

## DOCUMENT NO. 27

*On December 14, the Board of Regents withdrew its dismissal letters to Prof. Crowe dated July 4 and September 15 and issued the following statement which appeared in The Winnipeg Tribune on December 15, 1958.*

"On behalf of the Board of Regents, Allan H. Watson, chairman of the board, announces that Professor H. S. Crowe will resume his duties as associate professor at United College immediately.

The board hopes that all concerned will now unite in an effort to enable United College to continue its rightful place in the academic world."

## DOCUMENT NO. 28

*The following statement by Prof. J. H. S. Reid also appeared in The Winnipeg Tribune December 15, 1958.*

"I have had no communication with the board but I would be happy to associate myself with the effort suggested by Mr. Watson in his statement to restore the college to its rightful place in the academic world."

## DOCUMENT NO. 29

*The following is the statement of the Sub-Executive of the United Church of Canada made to the public in Toronto on December 17, 1958. This was issued after the CAUT report had been read and after Dr. George Dorey had come to Winnipeg to make a personal investigation on behalf of the Moderator.*

The Sub-Executive of the General Council of The United Church of Canada, meeting on December 17th, considered at length the situation at United College, Winnipeg.

After very careful consideration the Sub-Executive desires to make clear the following points:

1. The United Church has always stood for academic freedom. It has never required loyalty oaths or rigid doctrinal conformity from its college or university teachers.

2. While United College is a church-related institution, it operates under a charter granted by the Province of Manitoba. The United Church of Canada has only limited control over its policies and none over the appointment or dismissal of the professors in the faculties of arts and science. The Board of Regents of United College therefore possesses virtual autonomy in the conduct of the affairs of the college.

3. We have confidence in Dr. Lockhart as a man of integrity and one whose devotion to the cause of Christianity and the Church is of a very high order. Dr. Lockhart did not tamper with Her Majesty's mail. There is no evidence whatever as to why the letter in question did not reach the person to whom it was addressed. The only fact known is that the letter in question came to Dr. Lockhart by ordinary mail in an envelope addressed to him. Attached to this letter was a note, unsigned, which read as follows: "Found in College hall. We think you should read it. Some staff loyalty???" Dr. Lockhart did not disclose the text of the letter to the Board of Regents. He did make the mistake of photostating the letter. This was a misake in judgment, without malicious intent, for which he has made a public apology.

4. We believe that Professor Crowe was justified in protesting the use to his detriment of his private letter and we are glad that the Board of Regents has rectified the situation so far as possible by reinstating Professor Crowe.

5. Because we are deeply concerned with the issues of academic freedom and security of tenure, we suggest that the National Conference of Canadian

Universities and the Canadian Association of University Teachers consider and devise procedures to be used as circumstances may require.

6. We express the hope that the fine spirit which has been developed in United College over many years will be able to overcome the serious difficulties which have arisen and that Board, faculty and students will work together to that end.

December 17th, 1958.

## Section VI — RENEWED PUBLIC CONTROVERSY.

### DOCUMENT NO. 30

*If there was a general expectation that following the reinstatement of Professor Crowe there would be no further public controversy over United College problems, this expectation was unfounded. An interview with Dr. Lockhart was extensively reported in the Toronto Telegram on December 19, 1958, and at the New Year, Dr. Lockhart, then in Toronto, gave another interview which produced an article in the Toronto Globe and Mail on January 5, 1959. At the New Year also the United Church Observer appeared with Principal Lockhart's statement of resignation, and the C.A.U.T. Bulletin appeared with the Fowke-Laskin Report on the Crowe case (released to the Press in mimeographed form on November 25, 1958, but now appearing in print for the first time).*

The Toronto Telegram, Dec. 19, 1958.

WINNIPEG — Rev. Dr. W. C. Lockhart still believes it would be best for United College if he resigns as its principal at the end of this term.

"Anyone, to be head of an academic institution, must carry the general approval of the academic community — and this it seems I no longer have", he says.

"I have worked hard for this college since I came here (in 1955), and I don't want everything to be ruined by my continuing as its chief executive."

Dr. Lockhart submitted his resignation to the college's Board of Regents two weeks ago because his position, he felt, had become "untenable" The board declined to accept it.

But the principal says nothing since then — including the "unconditional" re-instatement of Prof. Harry Crowe — has altered the situation that made his position untenable.

In the meantime, however, Dr. Lockhart is committed to remain as chief executive of the college at least until next summer.

That means he must still direct the operation of an institution whose staff includes not only Prof. Crowe but a number of other professors who sided with Crowe in his dispute with the principal and the Board of Regents.

How is that going to work out?

"I think the chief concern of all of us, now, is to save the college", the principal says.

"My own feeling is that, if we can get this whole matter out of the realm of public dispute, we will be able to work things out and the college will be able to get on with its job."

It was, frankly, in the interests of saving United College that the regents this week capitulated to the demands of Prof. Crowe and the nation-wide Canadian Association of University Teachers that his earlier dismissal from the staff be rescinded.

Dr. Lockhart does not question the wisdom of the capitulation. He conceded that the way events took their course, there was no alternative if the college was to survive.

But he strongly regrets — even resents — some developments in the complex Crowe case, and particularly the role in which those developments managed to cast him.

That was the role of some sort of monster — the man who read someone else's mail, the man who tried to stand in the way of academic freedom, the college principal who tried to exercise some form of "thought censorship" over one of his professors.

Rev. Dr. Wilfred C. Lockhart is no monster.

He is a vigorous, middle-aged clergyman with a good academic background of his own, whose three years as principal of United College were generally regarded as highly successful — until now.

In his letter of resignation to the college board he said of himself:

"I have been trained in liberal theological schools, and despite the colors that have been used to paint me a narrow-minded ecclesiastic, I am not known to my friends as being either pious or orthodox."

His own summation is a good one.

The church people of Kingsway-Lambton United Church in Etobicoke, whom he served for 13 years before going to Winnipeg, recognized this in passing a resolution in his favor a week ago.

Scores of fellow-clergymen — not all of the United Church denomination — have recognized it too in personal letters of sympathy sent to him in the last few weeks.

But to millions of other Canadians who know him only as a name read in the newspaper or heard on radio and television, he feels he is the blackest sort of villain.

He believes the whole unfortunate crisis at United College has been reduced marvelously to a simple black and white by the press, radio and TV.

Everything was made to hinge on the propriety of somebody's reading a private letter never intended for his eyes, then acting upon the revelations of that letter to bring about the dismissal of the professor who wrote it.

(And everyone knows — or at least tells his children — that it's a terrible thing to read someone else's private mail!)

So, Dr. Lockhart believes, the whole trouble at the college was made to revolve around the matter of "the purloined letter", and by transference, the matter of academic freedom or a professor's freedom to have private thought and doubts.

In all the talk about "rights" of professors to private thoughts, there was little said about the "rights" of the employer — in this case a church-operated college that might reasonably expect a degree of sympathy and loyalty from those who accepted employment on its faculty.

But in any case, Prof. Crowe's letter addressed to German professor Dr. William Packer wasn't "purloined" by the college principal.

The letter came to Principal Lockhart as legitimate mail addressed to him. He opened an envelope and found inside it an anonymous note addressed to himself with Prof. Crowe's letter attached.

And he read both the note and the letter attached to it.

Should he have read it?

Would you?

It wasn't as if he was OPENING someone else's letter, or even picking up and snooping at a letter that had already been opened. This was part of a communication sent to him.

But whatever the fine points and technicalities, Dr. Lockhart did read it. Until he had finished it and read the signature, he didn't know even who had written it.

The principal was dismayed by Dr. Crowe's sentiments and his attitude toward his employers and his job, as disclosed by the letter.

(Its full text has never been published. Dr. Lockhart wishes the professor would some day publish the letter, as the central document in the whole controversy. The text might give the public a somewhat different impression than the one now generally held.)

Dr. Lockhart, having read it, considered what he should do.

He sent the original on to Dr. Packer, for whom the letter was obviously intended.

But before that, he photostated it.

Why did he do this?

Because, Dr. Lockhart says, he thought at that time — wisely or not — that there would probably some day be trouble over it, and it seemed sensible to keep an exact copy.

In his letter of resignation he explained: "I felt as chief executive officer of the college I was morally bound to retain a copy of it, especially since there might have been sinister intent behind it being sent to me as principal of the college.

'If this was a mistake in judgment, I sincerely admit it. But I had no malicious intent."

He is still wondering what — and who — was behind its being sent to him.

It must have been stolen, or found, or planted (nobody knows which) by someone with a thoroughly nasty axe to grind — and in all likelihood by a professor, since all staff mail went into a single basket through which the professors shuffled each day.

Either the man who sent it on wanted to bring about the embarrassment or dismissal of Prof. Crowe, or he wanted to provoke the principal into some action that would lead to the principal's subsequent embarrassment.

And the principal's embarrassment was certain — for somewhere there was a man who knew he had seen the Crowe letter, and perhaps one day might advise the Board of Regents that Dr. Lockhart was withholding from them important information concerning a member of staff.

Dr. Lockhart says that in addition to forwarding the letter to Prof. Packer, he himself wrote to Prof. Crowe (who was at Queen's University, Kingston, as visiting professor for a year) and told him he had read the letter.

"I said I had found a profoundly disturbing document, and that I concluded he had no respect for the college," the principal says. "And I also told him I had retained a copy of it."

He maintains it was never his intention to "use" the letter against Prof. Crowe — "if I had, I'd not have told him I had a copy."

But instead of receiving a reply from the professor, the principal received a visit from a lawyer.

The lawyer, he says, intimated that if either the principal or the Board of Regents took any action against Prof. Crowe they would find themselves involved in a court action.

It was from that moment on that events started to move inexorably toward a showdown. There was no halting them.

Before the unfortunate affair hit the public prints, there was a spate of rumors in Winnipeg.

"I even heard it said that I was steaming open other people's letters", Principal Lockhart reports.

And then, inevitably, the story started to come out.

In his letter of resignation, Dr. Lockhart wrote:

"I now stand condemned and convicted before the public as a result of trial by press, radio and TV, as a person unworthy to head an academic community, especially a church college.

"The attacks upon me have been vicious and persistent. They have come from a small group in my own faculty, from the University of Manitoba (with which United is affiliated), from the CAUT (Canadian Association of University Teachers) and from the public at large.

"As a result my position has become untenable."

Dr. Lockhart now says that out of the whole affair he has made two disturbing and devastating discoveries — "the power for evil" that lies in the press and associated media of communication, and the lack of objectivity that can be revealed by some college professors whose very profession calls for objectivity.

"I had always assumed that the concept of British justice — that a man is innocent until he is proved guilty — was part and parcel of the credo of the press," he says.

But out of his experience, he now worries for the preservation of democracy and individual rights in Canada.

"What protection does the average citizen have against smear campaigns which utilize the press and other communications to put forward their side of an issue?" he asks.

He claims not only the Winnipeg press, but national television and "many Eastern newspapers" had lent themselves almost eagerly to "a smear campaign" against himself and the Board of Regents.

He had chosen to remain silent through most of the controversy at the college, in the belief that it should be kept away from public discussion, and on the assumption that matters could be settled more easily and harmoniously beyond the glare of publicity.

He says he found it "terrifying" how eagerly the news media seized upon any statement — responsible or irresponsible — and published it, sometimes protected by phrases such as "it is alleged" or "it is reported".

With constant repetition of references to the "intercepted letter" and the "stolen letter", it has become surely established in the public mind that he had committed some dreadful act himself.

He observes, "The truth was the first casualty in the United College situation".

Dr. Lockhart's second "devastating discovery", he says, concerned the university professors, or some of them.

He says he was profoundly distressed at the way the Canadian Association of University Teachers leaped precipitately to the defence of Prof. Crowe.

He says this association is exactly comparable to the American Association of University Professors (AAUP) in the United States, which has a long history of negotiation and protection on behalf of U.S. professors.

But in the United States, a standard procedure has been worked out for "aggrieved teachers" — the central points of which are that disputes with college administrations should not be aired publicly, and that proper investigative procedures should be followed.

These procedures require, for one thing, a thorough and painstaking establishment of "fact" in any dispute, with testimony called by the investigators from both faculty members and the university administration.

But in the Crowe case, the principal says, there was not only disregard of but actual refusal to hear the case for the administration.

Frankly, he says, he is "very much upset" that university professors should have shown so little regard for the elemental concepts of right and justice.

In their anxiety to press the case of a professor, the CAUT had made a detailed — and publicized — finding on Prof. Crowe's behalf, but had left out of their report the text of the very letter on which the whole affair turned.

He notes that the professorial fraternity made much of the principle of "academic freedom" in the Crowe controversy.

Such a phrase, he feels, comes strangely from the mouths of certain professors at United College, whose letters of resignation not only demanded the reinstatement of Prof. Crowe but the removal of a newly-appointed dean of the Faculty of arts and science.

The dean, according to the principal, was appointed only after all the faculty had been consulted as to which man they considered best for the position. The preference was overwhelmingly in favor of one man, who thereupon was given the appointment.

"What about the academic freedom and academic tenure of the dean himself?" asks Principal Lockhart. "What about the academic freedom of the great majority of faculty who favor him? Are their preferences to be frustrated by a small group trying to work some kind of a power play?"

But Dr. Lockhart emphasizes that, despite widespread public impressions to the contrary, the majority of the professors at United College have remained loyal to the present administration.

Disillusioned by the whole affair he may be, but not hopeless.

During the rest of term, out of the glare of publicity, given full-hearted co-operation by staff, students and administration, he believes the rifts at United College can be patched if not completely healed.

In his letter of resignation he said:

"I came to Winnipeg three years ago (from Kingsway-Lambton church) because I had been persuaded by leaders of the church and by my predecessor, the late Dr. William Creighton Graham, that 'here is a work you can do for God and your country' . . .

"I have given myself without reserve to the realization of the hope that I might make some useful contribution in this part of Canada, and it is with deep sorrow that I see what I have worked so hard to achieve being now nullified by the tragic events of these past months.

"It was with satisfaction that we secured a greatly improved salary scale for the faculty, a new pension scheme and income disability insurance.

"There was also satisfaction from the marked success of the campaign for capital funds and the inauguration of work on the new arts and science building.

"These and many other things pointed hopefully to a bright future for the college."

Today Mr. Lockhart is more hopeful again of a bright future for United College than he was when he submitted his resignation.

But he believes the achievement of it will take a great amount of effort, and a great exercise of restraint.

## DOCUMENT NO. 31

THE GLOBE AND MAIL, JAN. 5, 1959.

An impartial inquiry into the controversy over a letter written by a professor that swept United College in Winnipeg into the national spotlight last fall was urged by Dr. W. C. Lockhart, the college principal, in a weekend interview in Toronto.

Dr. Lockhart and Professor Harry S. Crowe were key figures in the controversy.

Last month the principal resigned from his post effective Aug. 31, 1959. Prof. Crowe, fired last September, was reinstated by the college's board of regents in December.

Cause of the dispute was a letter written by Prof. Crowe in March, while on leave of absence, to a fellow faculty member, Prof. W. A. Packer. The letter was sent by an anonymous person or persons to Dr. Lockhart. Its contents have not been revealed publicly, but the principal said the letter contained remarks about faculty members he regarded as defamatory.

Dr. Lockhart said he believed a judicial inquiry would be in the best interests of the college.

"I don't think we can ever get at the truth until there is a full dress investigation," he said.

"So many aspects of the situation seem to demand that people be put under oath and evidence taken in a recognized legal manner," he added.

He did not want to have the whole dispute aired again in the press in any way which might tend to injure the college. He said he was trying to do everything in his power to maintain the welfare of the institution. "That has been my objective ever since I was persuaded to become principal in September, 1955," he said.

Dr. Lockhart said he was profoundly shocked and disturbed by the manner in which the Canadian Association of University Teachers set up its investigating committee and the methods used by the committee.

The principal said he would have been satisfied if the association had followed investigation procedures used by U.S. university teachers — methods which require both sides of a dispute to be studied before issuing any findings.

He was still mystified at the sequence of events. "It was almost like a series of power plays against me," he said.

"To an outsider as far east as Toronto some of it might appear to have had a soap opera touch, but to get innocently mixed up in it all was a sad experience," he said.

Dr. Lockhart said he resigned because the attacks left his position in the academic world untenable. "My own conviction is that anyone who is principal must be an individual who is persona grata in the academic world," he said.

"Winnipeg is a friendly city and we were happy there until this happened. Then what was essentially a smear campaign was directed against me. I found myself under a cloud that has made it difficult for me as well as for my family."

The principal said some reports were grossly exaggerated. One Toronto report said 300 students were picketing in support of Prof. Crowe during one stage of the controversy. The actual total was 30, he said. United College has nearly 1,400 students.

"Another unfortunate impression was that I had intercepted a letter to someone else and had tampered with the mails," he said. He believed the police were satisfied that Prof. Packer had lost the letter from Prof. Crowe which was later forwarded to him (Dr. Lockhart). However, "I accepted Prof. Packer's statement that he had never seen the letter," the principal said.

"At no time did I tamper with the mails," he stressed.

Dr. Lockhart said that someone sent the letter to him in an envelope in which was a statement reading: "Found in college hall. We think you should read it. Some staff loyalty?????"

The principal said he still had no idea who sent the letter and it was not impossible that the letter had been forwarded in an effort to trap him.

"Suppose I had ignored the letter entirely. What would my position have been if the same anonymous person or persons had then informed the board I had received important information about the attitude of a certain faculty member toward the college but was deliberately concealing it?" The principal said he did not believe an administrator could ignore such information.

"I didn't invite the letter. It suddenly appeared in the mail. So, the problem was what to do with it," he said.

"No matter what I did with the letter, once it had been forwarded to me, I probably would have been accused of having done wrong.

"If I had had a copy typed instead of having it photostated, then someone might have said the copy was a fabrication."

He said it was no longer a completely private letter as someone else or some group had read and possessed it before it was sent to him.

Dr. Lockhart said it was a recognized procedure in business to photostat papers and documents to get an accurate copy that could not be challenged.

He denied there was any thought control at United College. "I have never insisted that faculty members subscribe to any religious position and my office door has always been open to anyone with grievances. I have always tried to foster team work."

Dr. Lockhart said he knew there was a difference of opinion within the faculty about the college's building program, but it was an honest difference of views. Some staff members felt a campaign to erect new buildings would take money that ought to go for salaries.

"My position has always been that when you secure support for a college you secure support for expansion," he said.

Three years ago, full professors got about $5,500 a year. Their new salary is $8,500. "I have had a clear-cut policy of raising staff salaries," Dr. Lockhart said.

The construction program was necessary because of crowded conditions. The college was forced to use some space in the Winnipeg YMCA for classrooms. There was a 12 per cent increase in the arts and science enrolment last fall.

The building program, with an objective of $2,500,000, was to provide for completion of the arts and science building, a library extension, and a new students' union building and residence.

United College numbers among its graduates the late J. S. Woodsworth, Stanley Knowles, Trade Minister Churchill and Senator Haig.

Dr. Lockhart said it always has been a vigorous and dynamic centre of learning. Among its teachers have been Dr. Watson Kirkconnell, Arthur Phelps, former immigration minister Pickersgill, and Prof. Lower of Queen's University.

The principal said he has a deep conviction about the importance of the church in higher education. United College is a United Church institution.

The difference between an institution under the aegis of the church and one under the state is that teaching in a church college is done in a framework congenial to religion and it is assumed that persons on the faculty are in general sympathy with the aims of the church in higher education, he said.

United College has never been narrowly denominational, he said. It has students from 37 different denominations and about 35 racial and ethnic groups.

"One of the thrilling things about such a college is the general tolerance and understanding that can be created between races and religions," he said.

Asked whether the controversy had adversely affected his own standing in the church, Dr. Lockhart replied: "I don't think a person goes into the church to achieve a particular standing."

He did not know whether he would return to active ministry. He had agreed to give up his church in Toronto in 1955 and go west basically as a churchman. "I was asked to go there and do a job for the church," he said. He was minister of Kingsway-Lambton United Church, 13 years and Sherbourne St. Church, Toronto, two years. For five years he was padre at Hart House.

"I have no plans at present. My philosophy is a simple one — living one day at a time. I think it takes all the energy and ability one may have to try to do each day what is required that day," he concluded.

## DOCUMENT NO. 32

*The following comments on Dr. Lockhart's Statement of Jan. 5, 1959, appeared in The Winnipeg Free Press. January 5-7, 1959.*

*The Toronto reporter* who interviewed Dr. Lockhart said Dr. Lockhart had read the story before it was published and had approved it. According to the reporter, Dr. Lockhart had actually said it was his "understanding that the police were satisfied that Prof. Packer had lost the letter without having read it."

*Chief Robert Taft* (of the Winnipeg Police) said Monday neither he or any other police officer in authority had made any statement on the letter.

*Professor Harry Crowe:* "I am surprised that Dr. Lockhart has issued another public statement and particularly surprised that he should issue a statement like this. It was my understanding the public debate of the affairs of the college would end with my reinstatement, but this now becomes the third public statement made by a college official since that date.

"Dr. Lockhart knows very well that all the relevant facts are in the CAUT (Canadian Association of University Teachers) report and that they are correct — and one board member, the Rev. Bruce Johnson, admitted this to the press on Nov. 27.

"Dr. Lockhart should have realized his good fortune that neither I nor anyone else replied to his statement of resignation of Dec. 8, which was a strange array of misstatements, omissions and misrepresentations. Today's statement of Dr. Lockhart with its new charges and innuendo has made unavoidable a detailed reply to his statement of resignation.

"Finally, why would Dr. Lockhart make the statement attributed to him by Canadian Press, that the Winnipeg police are satisfied Dr. Packer received and and lost the intercepted letter, an allegation which is untrue and which no responsible peace officer would make."

*Winnipeg Free Press, Jan. 6, 1959.*

*Professor W. A. Packer:* "When the board of regents of United College reinstated Prof. Crowe on Dec. 15 and expressed the hope that all concerned would now unite in an effort to enable United College to continue its rightful place in the academic world, I presumed that public debate of the issues involved would cease.

"It is most unfortunate that Dr. Lockhart has stoked the fires of the controversy and that as a result I find myself obliged to reply to further

imputations. Chief of Police Taft gave a clear answer to Dr. Lockhart when he said that no statement such as alleged by Dr. Lockhart had been made by any person on the Winnipeg police force. The fact that I did not receive Prof. Crowe's letter in the mails is proof that it was intercepted.

"It is disturbing to note that Dr. Lockhart seems to have missed the point that it is irrelevent to the ethics of the case how a private letter came into his possession without authorization. What is important is that use was made of Prof. Crowe's private letter to discharge him. No university administration would be justified in using information collected legally but unethically, from faculty wastepaper baskets to discharge a professor summarily."

*Winnipeg Free Press, Jan. 7, 1959.*

Dr. Wilfred C. Lockhart, principal of United College, Tuesday night challenged Prof. Harry Crowe to produce evidence to back up his charge Tuesday morning that his letter was stolen.

Dr. Lockhart said: "If Prof. Crowe finds evidence that his letter was stolen, then we'll all be impressed."

Dr. Lockhart said in Winnipeg that he had no further comment on recent developments in the case, which sprang up following comments Dr. Lockhart made in press interviews in Toronto Sunday and Monday.

One of Dr. Lockhart's statements in Toronto was that it was his impression from conversation with two detectives working on the case that the detectives felt "the only logical conclusion" was that the letter was lost by its addressee — Prof. W. A. Packer, associate professor of German at United College. Dr. Lockhart said he had understood that the detectives felt there was no evidence to support interception of the letter.

## DOCUMENT NO. 33

*The following comments on Dr. Lockhart's Statement appeared in The Winnipeg Tribune, January 5, 1959.*

Chief Constable Robert Taft said today Dr. W. C. Lockhart was incorrect in believing that the police were satisfied that Dr. W. A. Packer had lost a letter which led to the Crowe incident at United College.

Dr. Lockhart was quoted in the Toronto Globe and Mail Monday as saying "he believed" that the police were satisfied that Dr. Packer had lost the letter . . . Dr. Lockhart in an interview in Toronto said only a judicial committee investigation would "find the truth" about the affair.

In Winnipeg today Chief Taft said: "I don't know what caused Dr. Lockhart to make that statement. I do know I have made no statement of any kind, nor has any statement been made by any person on the force." The city police at one time did attempt to find out what had happened to the letter following its delivery to the college by the post office. Apparently, nothing resulted from the investigation.

Professor Crowe today expressed regret that Dr. Lockhart had reopened the incident. He said "It was my understanding that the public debate would end with my reinstatement."

## Section VII — THE ISSUE OF REID, McNAUGHT AND STINGLE.

## DOCUMENT NO. 34

*In letters to Professors Reid, McNaught and Stingle of United College dated January 21, 1959, Principal Lockhart noted that their service with the college would terminate on August 31, 1959.*

*Prior to the Churchill settlement in mid-December 1958, 15 members of the staff of United College had resigned (see Document No. 41). Of these resignations only three, those of Professors Reid, McNaught and Stingle had been accepted by the Board (see Documents 4-7). There was, apparently,*

*no question in the mind of Professor Crowe at the time of the settlement but that all those who had resigned would be offered reinstatement. He did, however, consult colleagues, at United College and at the University of Manitoba, as to the advisability of asking for* written *guarantees that the resignations of Professors Reid, McNaught and Stingle would be returned. Professor Crowe acted upon the advice received, the character of which advice is set forth in the following letter of Professor W. L. Morton, Head of the History department, and Professor W. J. Waines, Dean of Arts and Science, of the University of Manitoba.*

Dear Dr. Clover:

We wish to make the following statement to the staff association committee.

During the discussions of December 13 and 14 which Professor Crowe had with the Hon. Gordon Churchill, Professor Crowe was in communication with us, with Mr. Churchill's consent.

Professor Crowe asked us whether he should insist upon specific written guarantees that the resignation of Professor Reid, McNaught and Stingle should be returned, or whether he could depend upon the general guarantee of a public appeal by the Board to "all concerned".

It was felt, and Professor Crowe was advised, that to insist on the insertion of the names of all faculty members who had resigned, including Professors Reid, McNaught and Stingle, would be tantamount to a discourteous expression of want of confidence in the good faith of Mr. Churchill and of the Board of Regents, and that "all concerned" was sufficiently explicit and inclusive.

Yours very truly,

(Signed) W. L. MORTON
Head, Department of History

(Signed) W. J. WAINES
Dean of Arts and Science.

23rd April, 1959.

## DOCUMENT NO. 35

*In the following letter, Prof. Crowe expressed his view of the Churchill Settlement.*

Professor Clare Pentland,
Department of Economics,
University of Manitoba.

11 Lodge Avenue.
St. James, Manitoba,
February 21, 1959.

Dear Clare:

Pursuant to our recent telephone conversation I wish to present this statement of events as a result of which I accepted reinstatement at the college.

During the week December 8 to December 13 as the emotional effect of Dr. Lockhart's resignation statement began to wear off, two things were becoming apparent: first, members of the Board of Regents were beginning to realize that in the public mind the principal and the Board were guilty of wrongdoing, and second, the Board nevertheless appeared to be unwilling to do what justice and common sense demanded, and the complete collapse of the college had now become a possibility.

In these circumstances, and in close consultation with my colleagues, I made an approach to the Hon. Gordon Churchill. The purpose was to return to the situation prior to July 2nd when the Board first dismissed me. The arrangement with Mr. Churchill was in three parts:

1) A memorandum which I would hand to Mr. Churchill suggesting my reinstatement to get the affairs of the college out of the press and to begin within the walls of the college the process of restoring confidence in the college;
2) A motion to be passed by the Board withdrawing its two dismissal letters to me, dated July 4th and September 15th;
3) A statement by the Board calling upon all parties to unite in an effort to rebuild the college which would appear in the press with my memorandum.

I handed Mr. Churchill the memorandum on December 13; the motion as we drafted it was passed by the Board on December 14th; the Board issued its statement to the press on December 15th, and thereupon I made public my memorandum. Dr. Reid immediately issued a public statement that he "would be happy to associate . . . with the effort suggested by Mr. Watson in his statement to restore the college to its rightful place in the academic world."

We waited for the next step, and we waited in vain. No further discussions of any kind took place, and no correspondence was exchanged. No written confirmation of the Board motion of December 14th was sent to me. (My last communication from the Board is dated September 15th, and terminates my service with the college "forthwith"). In violation of the unmistakeable clear and public understanding, Dr. Lockhart issued several releases to the press in Toronto, containing false statements and making new and unfounded charges.

Another approach to Mr. Churchill was being arranged when Dr. Lockhart sent letters dated Jan. 21st to Dr. Reid, Dr. McNaught and Professor Stingle noting that their service with the college would terminate on Aug. 31st, in complete reversal of the Board's appeal "to all concerned" on Dec. 15th. Other faculty members who had resigned, but whose resignation had not been accepted, received letters from Dr. Lockhart informing them that it was not his intention to act upon their letters of resignation. However the letters of resignation were not returned. In this situation, when the approach was made to Mr. Churchill he felt that he could not influence the college's affairs further.

It now seems clear that the Board had no intention to produce reconciliation within the college, or even to discuss the steps which are essential to the restoration of academic confidence in the college. The behavior of the principal and the Board is in clear and shameful violation of the understanding, as recorded in the press on Dec. 15, upon which I accepted reinstatement.

Yours truly,
(Signed) H. S. CROWE.

## DOCUMENT NO. 36

*Attempts were made outside the College to arrange private negotiations of the issue of Reid, McNaught and Stingle, but when these had clearly failed Prof. Crowe submitted his resignation. Prof. Crowe's own resignation was preceded and followed by a number of resignations of other members of the staff of United College (see Document No. 41). Prof. Crowe's resignation was submitted on March 22, 1959. A report that Prof. Crowe had resigned, but without details, appeared in the press March 25, 1959.*

March 22, 1959.

Mr. A. H. Watson,
Chairman,
Board of Regents of United College,
144 Girton Boulevard,
Tuxedo, Manitoba.

Dear Mr. Watson:

I wish to advise you of my resignation from the faculty of United College, to take effect August 31, 1959. This course of action, the necessity of which I profoundly regret, has now become inescapable.

*The first reason for my action is the failure of the Board of Regents to provide me and other members of the faculty with assurances of academic freedom and academic tenure.* This was recommended in the report of the Canadian Association of University Teachers (page 50, printed edition) which was accepted unanimously by the National Executive Council of the C.A.U.T. No statement of any kind has been made by the Board of Regents to the faculty on these vital subjects which for months had been matters of public debate, and that in spite of the United Church's "deep concern" with these things, as expressed in the statement of the Sub-Executive of the General Council on December 17th.

Furthermore, although more than three months have elapsed since my reinstatement in mid-December, no written statement has reached me informing me of the conditions of my tenure. I have no assurance that it is not as precarious as it was on July 2nd. The last communication which I have received from the Board of Regents is dated September 15th, and dismissed me "forthwith" from the service of the College.

*The second reason for my action is the failure of the Board of Regents to honour the understanding upon which I accepted reinstatement.* On December 13th I approached the Board of Regents through the Hon. Gordon Churchil, with the objective of terminating the public debate of the affairs of the College and of beginning "within the walls of the College the process of reconstruction and the restoration of academic confidence in the College." I accepted reinstatement after the Board of Regents had issued a *public* appeal to "*all* concerned" on December 15th to "unite in an effort to enable United College to continue its rightful place in the academic world", and after Professor J. H. S. Reid, the Chairman of my department and the senior of those faculty members whose resignation had been accepted by the Board, had *publicly* accepted the offer of the Board of Regents. Despite these developments which are a matter of public record, the Board of Regents did not return the resignation of Professors Reid, McNaught and Stingle. In January Professors Reid, McNaught and Stingle received letters from the Principal noting that their service with the College would terminate on August 31st.

*The third reason for my action is the failure of the Principal and the Board of Regents to show any interest in the possibilities of Christian reconciliation within the College.* Just as the College authorities rejected the numerous attempts of my colleagues and myself during the summer of 1958 to arrest a rapidly deteriorating situation (as documented in the C.A.U.T. report, pages 42 to 45, printed edition), and again abruptly terminated reconciliation discussions on December 6th, so they displayed no interest in healing the wounds within the College after my reinstatement.

No attempt was made to undo the damage to faculty members caused by some members of the Board of Regents in public statements which in some instances overstepped the limits of decency. Despite the clear understanding of December 15th, that no further public statements would be made, the Principal proceeded to issue press releases containing new and baseless charges. From the moment of my reinstatement to this date, a period of over three months, neither the Principal nor his new Dean of Arts and Science, Professor Blake, has spoken a single word to me — a behaviour in sharp contrast to that of all faculty members and of the student body.

A fervent appeal of representatives of the student body, whose decisive intervention in December set in motion the processes in the course of which I was reinstated, contained the following question, "Has God not provided us with an ample foundation for reconciliation?" The answer of the authorities of United College to this question, and of them alone, has thus far been an emphatic negative. After the initial wrong had been redressed, not only was reconciliation within the College possible if the administration had been so inclined, but it was the only Christian course of action.

In this situation I have no alternative but to resign, unless I am to deny everything which I have been teaching my students, and unless I am to deny the most elementary concepts of the academic profession. I have waited, and I have waited in vain, for some glimmer of enlightenment on the part of the College administration, but it has not even sought to beguile the faculty with such a hope.

*Yours truly,*

H. S. Crowe,

*Associate Professor of History.*

## DOCUMENT NO. 37

*The following statement of Prof. Crowe accompanied the publication of his resignation in the press of April 4, 1959.*

The press release issued Thursday by 27 members of the teaching staff of United College leaves me with no choice but to permit the publication of my letter of resignation from the faculty of the college.

I had hoped that this step would prove unnecessary, or that at least it could have been delayed until after the students had written their examinations. I trust that it will not be necessary for me to make further comment upon the affairs of United College.

It should be noted that of the 27 whose names were affixed to this remarkable and mischievous document, only 15 are in the faculty of arts and science and even that figure includes two persons who, I understand, are on leave in Jamaica and in the eastern States.

It should be noted further that this group constitutes the "captive" segment of the faculty which severed its ties with the Canadian academic profession last fall by attacking the investigation by the Canadian Association of University Teachers and by denouncing the report on the college which had been endorsed unanimously by the national executive council of the CAUT.

By divorcing itself from the rest of the profession this captive segment of the faculty has placed its future entirely at the mercy of college authorities and that it should utter such misleading statements is sufficient comment upon the state of academic tenure at the college.

The statement of this captive group that I accepted reinstatement "with full knowledge" that Professors Reid, McNaught and Stingle would not be reinstated is a revealing untruth. I accepted reinstatement in the full expectation that all letters of resignation would be returned.

The assertion that Professors Reid, McNaught and Stingle all demanded in their letters of resignation the removal of Professor Blake from the deanship is equally untruthful, as the simple exercise of reading their letters would reveal, and in any case became irrelevant when the board of regents appealed to "ALL concerned" on Dec. 15 to "unite in an effort to enable United College to continue its rightful place in the academic world." I accepted reinstatement after that appeal was issued.

## DOCUMENT NO. 38

*In a letter dated March 21, 1959, Mr. Watson, Chairman of The Board of Regents informed Prof. Crowe of the wording of the motion passed by the Board on December 14 with respect to his position on the faculty of United College. He stated that the Board had been under the impression that*

*when the Honorable Mr. Churchill had conveyed the decision of the Board to Prof. Crowe on December 14, the latter had accepted this as the official communication of the Board. The following is Prof. Crowe's reply:*

11 Lodge Avenue,
St. James, Manitoba,
March 23, 1959.

Mr. A. H. Watson,
Chairman,
Board of Regents of United College,
144 Girton Boulevard,
Tuxedo, Manitoba.

Dear Mr. Watson:

I wish to acknowledge your letter of March 21st advising me of the motion of the Board of Regents on December 14th which offered me reinstatement at the College. Although this letter was addressed to my residence, I found it, unposted, on my desk at the College this afternoon.

Your letter suggests that someone has been communicating with you on my behalf. Although I have submitted a resignation from the faculty, I would appreciate more information on this matter.

*Yours sincerely,*
H. S. Crowe,
*Associate Professor of History.*

*In a letter dated April 1, 1959, the Chairman of the Board of Regents stated that his letter of March 21 did not contain the suggestion that someone had communicated with him on Prof. Crowe's behalf.*

## DOCUMENT NO. 39

*The following statement was released to the press, April 2, 1959, on behalf of 27 members of the staff of United College.*

"The reopening of the Crowe case through the press radio and television, a move apparently aided and abetted by dissatisfied persons still members of the United College faculty makes it necessary for the undersigned majority of the college staff to issue the following statement:

"1. Prof. Crowe accepted reinstatement at United College with full knowledge that the resignations of Professors Reid, McNaught and Stingle, had been accepted and that their reinstatement was not a part of the negotiations conducted by the Hon. Gordon Churchill. Prof. Crowe's resignation now, on the ground that they have not been re-engaged, can be viewed only as an unfavorable action against the college.

"2. The resignations of Messrs. Reid, McNaught and Stingle were accepted by the United College Board of Regents not because they demanded the reinstatement of Prof. Crowe, but because they demanded as well the removal of the newly appointed Dean of Arts. The Board of Regents appointed Dean Blake only after consultation with the faculty. He was the overwhelming choice as expressed by faculty ballot.

"This opportunity for the expression of faculty wishes in the choice of a dean is probably unprecedented in the Canadian academic community. The attempt to revoke the appointment of the dean must be construed as an effort by a dissident minority to veto the majority decision of the faculty.

"3. We maintain that the question of Prof. Crowe's dismissal was the only aspect of the United College situation before the CAUT. If the resignations of Messrs. Reid, McNaught, and Stingle are to be considered, this would be an entirely separate issue, and could only be dealt with by properly constituted action of the C.A.U.T. and not by, precipitate action of the executive only.

"We feel that this proviso is especially necessary since the members of the executive of the C.A.U.T. are at present also members of the faculty of the University of Manitoba at Fort Garry.

"4. The Winnipeg Tribune, of March 26 reports that actions have been taken and may be taken by faculty members of the University of Manitoba which are inimical to their colleagues in United College. If this is true, and if it is also true, as stated in the Winnipeg Free Press of the same date, that the University faculty is meeting to consider the affairs of United College, this can only be interpreted as unwarranted interference in the affairs of this College.

"5. We feel constrained to observe that the reopening of the Crowe case at this time shows a blatant disregard for the students of the entire University of Manitoba system, who are at present entering the period of final examination.

"6. Finally, we wish to state, that we enjoy complete academic freedom, and we believe that academic freedom and tenure are as secure at United College as at any University or College in Canada."

The statement was signed by: Mrs. R. A. Anderson, A. G. Bedford, Crawford Campbell, John Clake, J. F. K. Duff, E. D. Eagle, R. N. Hallstead, K. Hamilton, V. Leathers, A. D. Longman, W. Mabb, E. Mills, W. Morrison, J. E. Mulvaney, C. R. Newcombe, D. Owen, G. Pettingell, R. Riddell, C. Robson, W. Rutherford, V. Shimizu, Mrs. D. Scott, W. Swayze, G. Taylor, R. B. Tillman, L. Tomlinson, I. Wilkinson.

## DOCUMENT NO. 40

*The following statement by A. H. Watson, Chairman of the Board of Regents, appeared in the press, April 4, 1959.*

We regret exceedingly that, in resigning and releasing his letter of resignation to the press, Prof. Crowe has publicly re-opened the differences of last fall, particularly at a time when students are about to enter the period of examinations. No possible good can be served and the public must be heartily sick of the whole affair.

Other than correcting statements in Prof. Crowe's letter the board has no intention of being party to a newspaper debate.

1. Prof. Crowe was reinstated Dec. 15 in his former position as associate professor with all the rights and privileges pertaining thereto. He was advised of this unconditional reinstatement by Hon. Gordon Churchill, a member of the Board of Regents, who had been requested to intercede on Prof. Crowe's behalf. This reinstatement complied fully with Prof. Crowe's requirements as conveyed to the board by Mr. Churchill. His resignation has been the first intimation from him since then of any dissatisfaction.

2. Faculty members whose resignations were solely contingent upon Prof. Crowe's reinstatement were given the opportunity to reconsider their resignations.

3. In his return to duties, Prof. Crowe was fully aware that the resignations of Professors Reid, McNaught and Stingle had already been accepted by the Board of Regents. The appointment of Dr. Gordon Blake as dean of arts and sciences had been pointedly indicated as one of the reasons for the resignations referred to. Dean Blake was appointed only after the faculty had overwhelmingly named him as its ballot, and according to a procedure proposed by the United College Faculty Administration. The board refused to rescind his appointment and therefore had no alternative but to accept the resignations.

There was no undertaking sought by Crowe and none was given that, on the reinstatement of Prof. Crowe the letters of resignation of Professors Reid, McNaught and Stingle would be returned to them, and no request has ever been received from these three professors for their reconsideration. Furthermore, it must now be quite obvious to the public, from statement released by the majority of United College Faculty members, as published April 2, that the reinstatement of Professors Reid, McNaught and Stingle would have

been greatly resented by the majority of the faculty members and would create an intolerable situation. It is commonly understood in college and university circles that they have accepted positions elsewhere. In these circumstances the public will no doubt draw their own conclusions for Prof. Crowe's reasons, at this late date, of using their resignations as an excuse for his own.

4. The principal and a special committee of the Board of Regents in December earnestly sought a Christian reconciliation with Prof. Crowe and these three colleagues, in meetings under the chairmanship of the Rev. Dr. Stanley McLeod, president of the Manitoba Conference of the United Church. The failure to effect reconciliation led directly to Principal Lockhart's resignation. Since Prof. Crowe's reinstatement, he can have no cause to complain of lack of consideration. He has not been discriminated against. In January he was granted a salary increase in accordance with his rank and service: he has been fully included in the organizations and privileges of the college. Any failure on his part to participate fully in the affairs and amenities of the college can only be attributed to Prof. Crowe's own disinclination to do so.

5. With respect to the matter of academic freedom and tenure, we understand that committees of the Canadian Association of University Teachers and the National Council of Canadian Universities are in the process of attempting to define principles and procedures for Canada. We will naturally welcome the outcome of these discussions, and give consideration to the proposals.

We wish to add that during the present term a joint committee of board and faculty members of this college has been working on precisely these problems, with the view to delineating principles and procedures which will be to the entire satisfaction of all the members of the faculty, the administration, and the board.

## DOCUMENT NO. 41

*The following is a table of resignations from United College in connection with the Crowe case. The dates given are not necessarily those on which resignations were submitted, but are the dates on which resignations were announced in the press.*

| | | *First Resignation* | *Second Resignation* |
|---|---|---|---|
| Michael Oliver | Asst. Prof., Pol. Science | May , 1958 | |
| J. H. S. Reid | Prof. & Head, History | Nov. 27, 1958 | |
| K. W. K. McNaught | Prof., History | Nov. 27, 1959 | |
| R. M. Stingle | Asst. Prof., English | Nov. 27, 1958 | |
| Fred Harper | Asst. Prof., French | Nov. 28, 1958 | |
| Michael Jaremko | Asst. Prof., Greek & Hebrew | Dec. 5, 1958 | |
| Walter Young | Asst. Prof., Pol. Science | Dec. 5, 1958 | Feb. 6, 1959 |
| John Warkentin | Asst. Prof., Geography | Dec. 5, 1958 | Feb. 6, 1959 |
| Margaret Stobie | Asst. Prof., English | Dec. 5, 1958 | Mar. 25, 1959 |
| Roman R. March | Instructor, English | Dec. 5, 1958 | Mar. 25, 1959 |
| William Packer | Assoc. Prof., German | Dec. 8, 1958 | Mar. 25, 1959 |
| G. E. Panting | Instructor, History | Dec. 8, 1958 | Mar. 25, 1959 |
| Hugh E. Makepiece | Instructor, French | Dec. 8, 1958 | Mar. 25, 1959 |
| Andrew K. Sigurjonsson | Instructor, English & French | Dec. 8, 1958 | Mar. 27, 1959 |
| Elizabeth F. Morrison | Instructor, Latin and Dean of Women | Dec. 8, 1958 | Mar. 25, 1959 |
| Marion Martin | Instructor, French | Dec. 10, 1958 | |
| George Kenneth Brown | Assoc. Prof., Religious Studies | On sessional appointment; did not choose to seek re-appointment. | |
| Peggy Morrison | Registrar | Mar. 26, 1959 | |
| Mrs. Doreen Patteson | Asst. Registrar | Jan. 31, 1959 | |

## Section VIII — STATEMENT OF THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

### GENERAL MEMBERSHIP MEETING, JUNE 7, 1959.

**DOCUMENT NO. 42**

*At the general membership meeting of the Canadian Association of University Teachers on June 7, 1959, it was resolved that the Executive and Finance Committee of the Canadian Association of University Teachers set up a committee to prepare a collection of primary documents illustrating events in the Crowe case since the publication of the Fowke-Laskin Report and it was further resolved that the Executive Secretary be instructed to issue immediately to the public the following statement.*

"The Fowke-Laskin Report dealing with the dismissal of Professor Harry Crowe from United College was signed November 21st, 1958 and released to the press under our authority on November 25th, 1958. Following publication negotiations were entered into between the Board of Regents of United College and Professor Crowe which resulted in the latter's reinstatement on December 15th, 1958.

Prior to the reinstatement, some 15 members of the staff of United College had resigned in support of Professor Crowe. Of these resignations, three had been accepted on November 27th, namely those of Professors Reid, McNaught and Stingle, and the remainder had not. This was the situation at the time the negotiations leading to reinstatement took place.

When Professor Crowe agreed to return to his former position, it is in our opinion clear that he did so believing that all who had resigned on his behalf would be reinstated as part of the general reconciliation called for by the Board of Regents in its announcement of the settlement on December 15th, which included this statement:

"The Board hopes that all concerned will now unite in an effort to enable United College to continue its rightful place in the academic world."

Professor Crowe believed, and in our opinion had reason to believe, that "all concerned" including Professors Reid, McNaught and Stingle, would be restored to their former positions. Yet on January 21st, 1959, the Board made it clear, by identical letters to Professors Reid, McNaught and Stingle, that its concept of a general reconciliation did not include them, and that their services would terminate August 31, 1959. Professor Crowe regarded this action by the Board as a breach of faith. He concluded that as a man of honour he had no alternative but to resign. In this latter conclusion we concur.

We cannot refrain from expressing our deep regret that the settlement apparently reached last December has broken down. In our opinion the further action required to make Professor Crowe's reinstatement accomplish its purpose — namely a genuine effort to reconcile all who had resigned, and not only some — was not forthcoming from the Board. This effort should have been made since it was the only condition on which a lasting settlement could have been established. That this is the judgment of 11 other members of United College (apart from Professors, Reid, McNaught and Stingle) is evidenced by their subsequent resignations.

We commend President Barber and the members of the Executive for their courageous handling of the difficult problems that faced them because of the dismissal of Professor Crowe.

We reaffirm our approval of the Fowke-Laskin Report."

## The South African Professors

In the February issue, we reported on the dismissals of staff at Fort Hare University College, South Africa. There follows a statement by H. R. Burrows, Principal of that college.

### UNIVERSITY COLLEGE OF FORT HARE

1. Legislation passed in 1959 removed the control of the University College of Fort Hare from the Department of Education, Arts and Science to the Department of Bantu Education as from 1st January 1960.

   The Senate and the Governing Council of the University College of Fort Hare had consistently and strenuously opposed such transfer of the control of the College. This Council which represented the interests of those who had built up the College has been entirely ignored and a new Council has been arbitrarily selected by the Minister of Bantu Education. A new Rector and a new Registrar have been similarly appointed.

   On September 23rd, 1959, eight members of the academic and administrative staff, including five Heads of Departments, the Chief Librarian and the Registrar, were notified by the Secretary for Bantu Education that their services would be terminated on 31st December 1959 under Section 3 (4) of the Fort Hare Transfer Act. No reasons were given, although the Minister of Bantu Education subsequently announced that he had dismissed them because they were destroying the Government policy of "Apartheid".

2. The following resolutions were passed by the Senate of the University College of Fort Hare at its meeting on October 12th, 1959.

   1) *Senate* unanimously resolves to record its extreme regret at the action of the Minister of Bantu Education in disregarding normal University procedure by arbitrarily terminating the services of eight members of the academic and administrative staff.

   2) *Senate* desires to express sympathy with the following members of staff and records its confidence in their integrity and its appreciation of their valuable services to the University College of Fort Hare:

Lady Agnew: Head of the Department of Geography
Sir Fulque Agnew: Registrar
Mr. T. V. R. Beard: Head of the Department of Philosophy and Politics
Professor L. Blackwell: Head of the Department of Law
Mr. J. Hutton: Librarian
Mr. G. F. Israelstam: Lecturer in Botany
Professor F. H. Rand: Head of the Department of English
Professor D. Williams: Head of the Department of History

3) *Senate* records its appreciation of the valuable services rendered to the University College of Fort Hare by the Wardens of the Church Hostels (Ven. Archdeacon H. P. Rolfe, Rev. E. L. Cragg and Rev. J. S. Summers) who will be leaving at the end of the year due to the Department of Bantu Education assuming control of all hostels.

3. As Principal I gladly vouch for the efficiency, integrity and loyalty to the College of these members of staff. They had been selected after world-wide advertisement of their posts and Council was continuing to place the fullest confidence in their services.

I enclose a brief summary of their qualifications and will be glad to reply to any requests for further details. Alternatively, enquiries could be sent to any of these members of staff at this address.

Yours sincerely,
"H. R. Burrow"
PRINCIPAL

18th October, 1959
P.O. Fort Hare,
Cape Province,
*SOUTH AFRICA.*

## Special Fellowship Fund

In addition to the eight who were dismissed, fourteen members of the faculty at the University College have resigned their positions in protest against government policy. In order to help some of these persons (some of them in resigning gave up substantial pension benefits), faculty members of the University of Natal have established

a Special Fellowship Fund. The Executive and Finance Committee of the C.A.U.T. has instructed the Executive Secretary to write to the Committee at the University of Natal to express our sympathy and offer our support. Any contributions from Canadian University Teachers can be sent directly to the University of Natal or to our C.A.U.T. office in Ottawa which will undertake to forward such contributions.

## Teaching Positions Wanted

Because of the limited number of positions open to them in South Africa, a good many of those who resigned and those who were dismissed from their positions at Fort Hare are prepared to emigrate to other countries, including Canada and the United States. There follows all of the information we have about these people. If you know of any openings to which these teachers might be suited, you may communicate with them directly or through our national office which is establishing liaison with that group.

The following persons resigned from the faculty of the University College at Fort Hare:

| | |
|---|---|
| Mr. S. H. H. Wright, O.B.E., B.Sc., A.M.I. Struct. E. | Assistant Registrar |
| Dr. W. J. Steyn, B.Sc. (Hons.), M.Sc. (S.A.), D.Sc. (U.O.F.S.) F.R.M.S. | Senior Lecturer in Zoology |
| Mr. J. W. T. Dandy, M.Sc. (Natal) | Lecturer in Zoology |
| Dr. F. W. Sass, B.A. (Shelton), B.D. (Montreal), M.TH. (McGill), Ph.D. (Edin) | Senior Lecturer in Divinity |
| Mr. C. S. Ntloko, B.A. (U.C.T.), Hons. B.A. (S.A.) | Lecturer in African Studies |
| Mr. J. T. Potgieter, B.A. (Hons.) (Rand), B.A. (Hons.) (S.A.), B.A. (Cantab) | Lecturer in English |
| Miss P. L. van der Stichele, M.Sc. (Lond), F.R.I.C. | Senior Lecturer in Chemistry (Had passed retiring age) |
| Prof. Z. K. Matthews, M.A. (Yale) LL.B. (S.A.) | Professor of African Studies |
| Mr. E. A. Mayisela, B.Com. (Rand), B.Com. (Hons.) (Natal) | Lecturer in Economics |
| Dr. D.G.S. M'Timkulu, M.A. (S.A.), M.A. (Yale), Ph.D. (Natal) | Senior Lecturer in Education |
| Mr. S. B. Ngcobo, B.A.(S.A.), M.A. (Yale), B.Econ. (Hons.), (Natal) | Senior Lecturer in Economics |
| Prof. C.L.C.S. Nyembezi, M.A. (Rand) | Professor of Bantu Languages |
| Mr. A. M. Phahle, B.Sc. (S.A.), M.Sc. (U.C.T.) | Senior Lecturer in Physics |
| Prof. M. Webb, B.Sc. (Natal), D.Sc. (Stell) F.Z.S. | Professor of Zoology |

Here are a few details about some of the members of the staff at Fort Hare who were dismissed.

*Lady Agnew*

Born 1916. M.A. degree with 1st Class Honours in Geography at Edinburgh University in 1937. During 1938 and 1939 studied for degree of Dr. ès Lettres in Montpellier University under supervision of Professeur Jules Sion. Unable to obtain degree of Dr ès Lettres owing to collapse of France and death of Professeur Sion.

Some of the material was used in articles published in American Geographical Review, Scottish Geographical Magazine and Geography.

From 1939 to 1946 inclusive Lecturer in Geography and Tutor to Honours students at Edinburgh University. October 1946 to June 1947 Visiting Senior Lecturer in Geography at McMaster University. 1953 to 1959 Lecturer and (since 1956) Senior Lecturer and Head of Department of Geography at the University College of Fort Hare.

*T.V.R. Beard*

Born 1926. B.A. degree at Natal University in 1953 with Philosophy, Social Anthropology and Native Administration as major subjects.

B.A. Hons. (Oxford) in 1956 in Philosophy, Economics and Politics.

Senior Lecturer and Head of Department of Philosophy and Politics at the University College of Fort Hare since January 1957.

*J. Hutton*

Born 1912. B.A. degree of University of South Africa in 1934; LL.B. degree of University of South Africa in 1937; Advocate of the Supreme Court of South Africa from 1938 to 1940; Commissioned Service in the Union Defence Force from 1940 to 1945. Passed Higher Certificate in Librarianship at the University of Cape Town in 1946. Awarded Diploma in Librarianship of the University of Cape Town in 1949. In 1946 appointed Research Officer in the Library and Information Division of the South African Council for Scientific and Industrial Research. In 1951 promoted to Senior Information Officer

and Second in command in the Library and Information Division of the C.S.I.R.

Librarian at the University College of Fort Hare since March 1956.

*G. F. Israelstam*

Born 1929. B.Sc. (Rand) in 1952 with Botany and Zoology as major subjects. B.Sc. (Hons) (Rand) in Botany in 1953.

Lecturer in Biology at Natal Technical College, Durban, 1953 to June 1957. Lecturer in Botany at the University College of Fort Hare since 1st July 1957.

Reading for M.Sc. degree. Research projects in progress:

(1) Embryosac development in several species of Combretum.

(2) The use of xylol as a solvent in the paper chromatographic separation of Chlorophyll.

(3) With Mr. O.H.D. Makunga of the Botany Department, Fort Hare: Embryosac development in Mombretea.

His Lectureship was recently confirmed by Council.

*F. H. Rand*

Born 1906. B.A. at McGill University in 1932 and Doctor of the University of Paris (Mention très honorable) in 1939.

Lecturer in English at—

| | |
|---|---|
| Royal Military College, Canada | 1932-36 |
| University of Western Ontario | 1936-38 |
| University of Cairo | 1939-41 |
| University of Alexandria | 1941-46 |

Thereafter several teaching posts abroad under auspices of the British Council and the Colonial Education Service.

Professor of English at the University College of Fort Hare since January 1958 where he has also taken a very active part in extra-curricula and extra-mural activities. His professorship was recently confirmed by Council.

## LETTERS TO THE EDITOR

The Editor,
The C.A.U.T. Bulletin,
Room 425, Dawson Hall,
McGill University,
Montreal, P.Q.

United College,
Portage Avenue,
Winnipeg, Man.
February 5th., 1960

Sir:

Before coming to Winnipeg to take up a position at United College, I was surprised at the extent to which the academic profession in Canada was debasing itself in the eyes of the public over the Crowe affair — a debasement caused by the willingness to jump to dangerous conclusions on the flimsiest of evidence, or even on mere rumour; and by the wanton aggravation of a delicate situation, at times by members of the profession outside United College. Since then, I have been astounded by the persistence of certain people in attempting to stir up ill feelings which should in everyone's interest be allowed to die out, and in trumpeting their own prejudices in the matter heedless, or maybe oblivious, of the fact that by so doing they damn themselves out of their own mouths.

People just will not learn; they have an inexhaustible capacity for believing only what they want to believe; among them are university teachers in Canada who, surely above all people, ought to be able to examine more than one side of a dispute, to study all the facts in any case, before forming a judgement. We ought to have the right to expect this of them; but if we know ourselves too well to expect it, the public has the right to expect it of us.

I see that our Bulletin (Dec. 1959) is still being used as an instrument for propagating the impertinent assumptions of these brethren. Professor Underhill takes upon himself the authority to declare Crowe's original letter as having been "stolen". Would you be so good, Sir, as to put a page of our next Bulletin at Prof. Underhill's disposal so that he may explain clearly for us the fantasies on which this assertion is based? What are the opinions and innuendoes from which he draws his conclusions? Pray have him state the sources of his chimeras. If he also has some facts, some real evidence, so much the better. Less sensational, of course, but more academic.

On p. 16 of the December Bulletin, you publish an appeal for funds to be sent to the Executive and Finance Committee of the

C.A.U.T. to reimburse those teachers who were out of pocket as a result of the Crowe affair. I trust, however, that it is unnecessary to remind the Committee that when this fund has been raised and when it begins to distribute cash to the out-of-pocket, it shall not overlook several members of the C.A.U.T. who were out of pocket and who are still on the faculty of United College. It would seem to me that support of this fund should depend on an assurance to this effect being given. If not, then a clear statement of the principles which guide the Committee in determining eligibility for compensation must be issued.

Yours faithfully,
J. E. G. Dixon

P.S. As there is no correspondence column in the C.A.U.T. Bulletin, please feel free to initiate one with this letter.

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## JUNE MEETING

We indicated in the February issue that the June meetings would be on the 11th and 12th at Kingston and that Professor Keppel-Jones formerly of South Africa and now at Queen's would address the Annual Meeting. We have now been informed that the Business Meeting (Annual) will this year precede the Keppel-Jones address to the Open Meeting on Saturday June 11th. It has also been announced that Mr. William P. Fidler, General Secretary of the A.A.U.P. has accepted an invitation of the CAUT to attend the June meetings.

Our President, Harold Good, and the Executive Secretary, Stewart Reid, have been invited to attend the annual meetings of the A.A.U.P. in Detroit on April 8th and 9th.


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## UNIVERSITY SALARIES IN 1959-60*

Median salaries of full-time teaching staff at 17 Canadian universities and colleges for 1959-60 increased 7.2% over 1958-59 and 35.4% over 1956-57, according to an advance DBS release. For all 17 institutions, increases from 1958-59 to 1959-60 were 13.4% for deans, 10.7% for professors, 9.1% for associate professors, 6.8% for assistant professors, and 8.4% for instructors and lecturers.

The 17 universities and colleges are: Acadia, Dalhousie, Mount Allison, New Brunswick, St. Francis Xavier, Bishop's, McGill, McMaster, Queen's, Toronto, Trinity, Victoria, Western Ontario, Alberta, British Columbia, Manitoba, and Saskatchewan.

### Median Salaries at 17 Canadian Universities and Colleges, 1959-60

| | *Deans* | *Profs.* | *Assoc. Profs.* | *Assist. Profs.* | *Inst. & Lect.* | *All staff* |
|---|---|---|---|---|---|---|
| 1959-60 median salary: | | | | | | |
| Atlantic Provs | $11,500 | 9,175 | 7,212 | 5,944 | 4,556 | 6,302 |
| Central Canada | $15,179 | 12,197 | 9,056 | 7,194 | 5,624 | 8,046 |
| Western Provs | $13,500 | 11,437 | 9,032 | 7,186 | 5,689 | 8,348 |
| All 17 institutions | $14,150 | 11,591 | 8,924 | 7,117 | 5,573 | 7,979 |
| Total staff included | 97 | 920 | 930 | 1,166 | 735 | 3,870[1] |
| % increase in median: 1959-60 over 1958-59: | | | | | | |
| Atlantic Provs | 19.5 | 13.8 | 13.1 | 9.2 | 8.1 | 4.7[2] |
| Central Canada | 5.2 | 7.5 | 5.4 | 6.2 | 8.4 | 5.9 |
| Western Provs | 9.6 | 13.9 | 11.0 | 7.5 | 8.2 | 8.9 |
| All 17 institutions | 13.4 | 10.7 | 9.1 | 6.8 | 8.4 | 7.2 |
| % increase in median: 1959-60 over 1956-57: | | | | | | |
| All 17 institutions | 49.2 | 41.9 | 38.6 | 37.4 | 36.8 | 35.4 |

*Reprinted from DBS Daily Bulletin Vol. 29 No. 30 Feb. 12, 1960.

[1]Includes 22 ungraded professors.

[2]Low increase due to a multi-modal distribution of all salaries.

# *The Language Laboratory*

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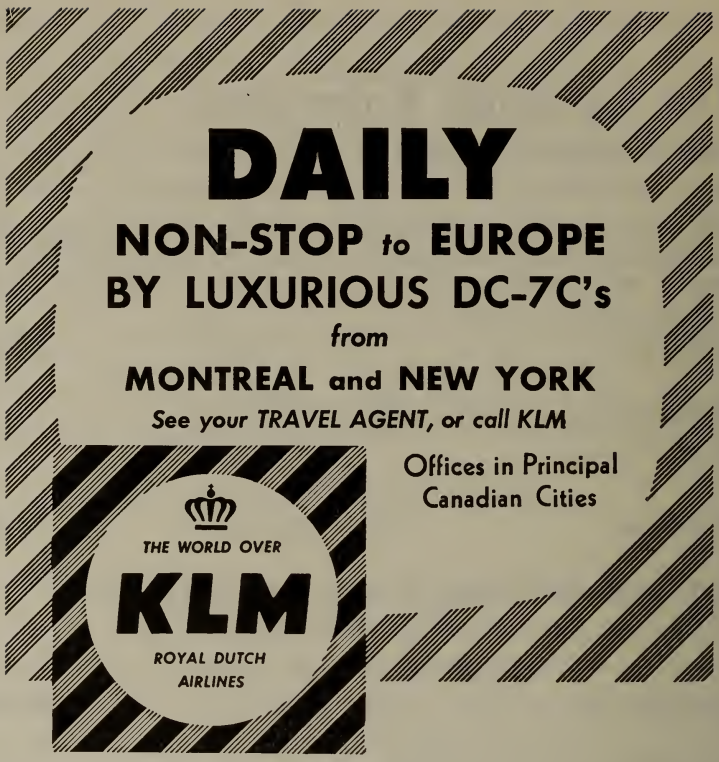


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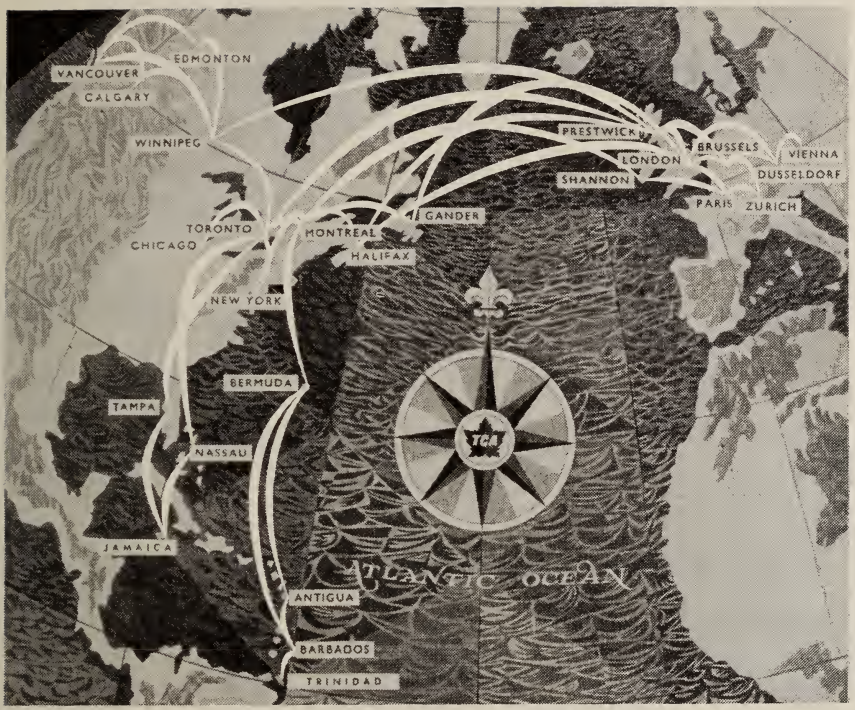


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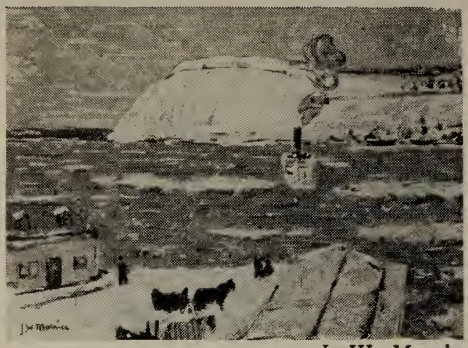

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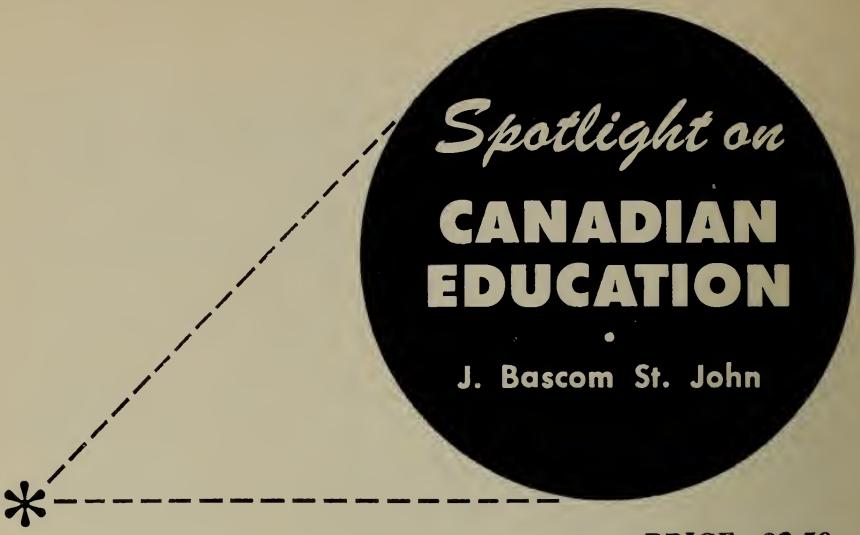


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